

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

Owned, Controlled and Published by Central Labor Council of Alameda County—AFLCIO and Building and Construction Trades Council of Alameda County—AFLCIO

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Warning on peril to tax justice

from the EDITOR'S CHAIR

Those beautiful words

Maybe they like their invective rich and ripe back in Michigan but our governor's latest blast is so far out that it must have stunned his listeners when he delivered it at a Flint, Mich., fund-raiser.

The House tax reform bill, which goes part of the way toward giving you a fair shake on taxes, is, he says, a blow at the free enterprise system.

Now listen to the echoes from this. The bill, says Ronald, was "hatched in the backroom, passed in the dark of night and smuggled through the House."

★ ★ ★

YOU SEE what I mean by rich and ripe.

The facts are, of course, that the bill was drafted in full public view in committee hearings debated in the hot light of publicity on the floor and passed by 394 to 30 votes.

That's smuggling? If it was, it set an all-time record for witnesses—424 smugglers and several million onlookers.

Ronald has shown other examples of a knack for grandiloquent language before — "the dogs of war" is one relatively recent phrase of his referring to campus troubles. But he also can speak just as simply as anybody. Remember his "When you've seen one redwood tree you've seen 'em all?"

The House tax reform bill, which is now in the process of being sliced way back by the Senate Finance Committee, shifts some of that burden off your taxpaying back onto the

MORE on page 12

OFFICIAL NOTICES

Correspondents columns will be found on pages 4 and 9 of this edition of the Labor Journal. Unions will find notices of important meetings called by their officers on page 10.

Minority union leader class

Twenty unionists will make up the first class when a program to train minority members of unions for positions of union leadership gets underway next March at the University of California.

The course is the first of its kind ever offered by a major American university. It was developed by UC's Center for Labor Research & Education in consultation with potential students and labor representatives.

A primary purpose, a university spokesman said Tuesday at a press conference announcing the



SENATOR Edmund S. Muskie, last year's Democratic Vice Presidential candidate, is to be the main speaker at a dinner for Congressman Jeffrey Cohelan, Friday, November 14, in Oakland. Story page 12.

Hayward trespass law hit by Council

A new Hayward trespassing ordinance, governing business as well as private property, flies in the face of court precedents and can be used to impede union organizing and picketing, the Alameda County Central Labor Council learned this week.

It makes it unlawful to remain on or to enter any "private property or business premises" when told by the owner to leave or keep away.

The council authorized Executive Secretary-Treasurer Richard K. Groulx to take any action necessary to invalidate the ordinance, including legal action. The ordinance first came to light when it was used against Musicians 510, the union's secretary-treasurer, Sam Zagami, reported.

Court decisions have held that when an employer invites the public to use his premises as customers, it is open to all public use, including union picketing as an exercise of free speech.

new program, is to oppose separatism which, he said, "is threatening the survival of the nation's democratic institutions."

It will cover skills which labor representatives need in industrial and community activities and will put particular emphasis on meeting problems of the urban crisis, said Labor Center Director Don Vial.

The course has endorsement of a number of AFLCIO organizations, including the Alameda County Central Labor Council. MORE on page 12

A 'Philadelphia Plan' AFLCIO asks --Bay Area possibility? urgent appeal to Senators

Assistant Secretary of Labor Arthur A. Fletcher said last week that the "Philadelphia Plan concept" had been requested in the Bay Area but that no decision had been made by his department.

Fletcher addressed the California Apprenticeship Council meeting in Oakland, then amplified his remarks in answer to Labor Journal questions.

He said he could not remember who had asked for the plan's application here. And, he said, he could not yet tell if the survey necessary as a preliminary to the plan would be undertaken, noting that the Department's office of Federal Contract Compliance has a manpower shortage of its own.

Commenting on Fletcher's statements, Alameda County Building Trades Council Secretary-Treasurer Lamar Childers pointed to the three affirmative action minority hiring plans in which the BTC participates and declared, "We're far ahead of the Philadelphia Plan and it

has no relevance here. This isn't Philadelphia."

Fletcher told the Labor Journal that if affirmative action plans like those here were "delivering results, I wouldn't consider coming in," but he did not specify what results would be satisfactory.

The Philadelphia Plan, he told the Apprenticeship Council, is an attempt to use contract law to extend non-white employment, requiring contractors on over-\$500,000 federal jobs to set up affirmative action plans and/or participate in training to achieve annual "percentage goals" of minority employment with a 1973 objective of 20 per cent in seven crafts.

First step is a "grass roots survey" to determine the needs of

licensed non-white craftsmen plus those who are trainable, he said. Then, based on minority participation in trades and crafts' vacancy rates, "percentage goals" are set up.

Contractors are the ones who

MORE on page 12

CLC urges Viet cease fire, withdrawal by both sides

The Alameda County Central Labor Council this week debated and then passed a resolution asking President Nixon to offer a cease-fire in Viet Nam and to propose an orderly withdrawal of foreign troops on both sides of the conflict, under United Nations supervision.

The resolution, written by a special committee to replace one asking Nixon to withdraw as many troops as can be transported home by 2,500 plane flights daily by Christmas, also asked the President to urge the UN to influence the North Vietnamese and Viet Cong to join the cease-fire.

It noted that the United States

policy is for an honorable settlement and that after several years of war in which 39,000 servicemen have been killed, "there is almost universal agreement that . . . a military solution is not now a realistic possibility."

American troop withdrawal should be as rapid as "humanly possible consistent only with maintaining the minimum forces necessary to insure the safety of our front line units," the resolution said.

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As the Senate Finance Committee chopped up the House's moderate tax reform bill, the AFLCIO urged a mass demand to the Senate for tax justice.

The House bill — far short of the real tax justice which labor had proposed — has been stripped of practically every one of its loophole-closing provisions, AFLCIO Legislative Director Andrew J. Biemiller said in an emergency message to the Federation's state and local central bodies.

LOBBYIST ARMY

The slaughter is at the instigation of "an army of special interest lobbyists," he charged and urged that unions and unionists make their voices heard above the din of the lobbyist lobby.

Californians should wire or write their two U.S. Senators, Alan Cranston and George Murphy, Senate Office Building, Washington, D.C., demanding that they reverse the Finance Committee's actions and support real tax justice. Chairman of the Finance Committee is Senator Russell Long, also reachable at the Senate Office Building.

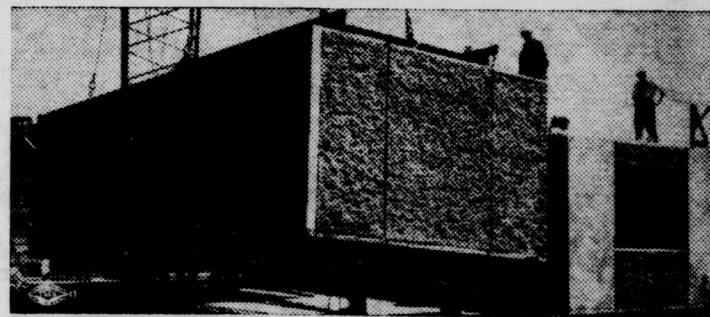
While the House had moved in the direction of shifting undue tax burdens from wage earners to big business and the wealthy, business lobbyists attacking the measure in the Senate Committee are "interested in preserving existing tax loopholes and carving out new ones for their clients at the expense of other taxpayers," Biemiller wrote.

The Senate committee's changes would mean hundreds of millions of dollars for banks, corporations and wealthy individuals in tax loopholes," Biemiller said.

He urged an outcry against "the big tax steal of 1969," com-

MORE on page 12

• A union approach to housing



- Big piece of the action
- Dissent on the college board
- A fatal drain — the Bay's fate

Inside Issue -- pages 5-8

Fantastic price spread on meat

By **SIDNEY MARGOLIUS**
Consumer Adviser for
Labor Journal

Your Thanksgiving turkey will cost no more or at least not much more than last year. The way the consumer is losing out this year is that there aren't as many cut-price sales. But the range is still wide. You can pay anywhere from 43 to 65 cents for turkey, a difference of 50 per cent.

Watch the prices when you buy other meats this fall. Live-stock prices have come down from last summer's highs. But some stores are not yet passing on the price cuts to consumers, or are passing on just a little of the reductions. This is especially true in pork, which has come down the most.

THE RESULT is some fantastic price differences. Our price studies show that some stores are charging as little as 59 cents for hams; others as much as 89. Depending on where and when you buy, you may pay as little as 55 cents for pork loin or as much as 89.

In beef, too, you can find a spread of as much as 40 cents a pound on chuck roasts, and even 50 cents a pound on round steak. Some stores even are charging a little more for round than in August when wholesale prices

were higher. In general, the stores are tending to keep up their prices on steaks and roasts and cut prices on chopped beef and chuck.

Even on broilers, which have become a mainstay of moderate-income families, there is a startling price variation (29-59 cents) with some stores charging almost twice as much as others.

The fact is, there is little rhyme or reason in the way stores are pricing meats and poultry these days. What they are doing is a confusing amount of price juggling. An individual supermarket may be low on one item, high on another.

WHAT THIS MEANS to you as the family purchasing agent is that it is best to do some of your shopping before you go to the stores, by checking the specials in the ads. Or keep an open mind when you get to the stores. If a store is charging 89 cents for ham or chuck steak, or 57 cents for broiler-fryers, don't assume that's the normal price. It merely may be that it is the price the particular store has decided to charge this week while it sale-prices something else.

One of the prevailing merchandising tricks the stores are playing is in the pricing of the popular poultry parts.

The U.S. Agriculture Department's Family Economic Review recently published the chart shown with this article, listing the prices at which parts would be an equally good buy at various price levels for a whole broiler-fryer. So we checked prices in various stores in one city and in the market reports of two other cities to see if stores do price parts in line with their value.

Price per pound of whole chicken fryers, and of parts providing equal amounts of edible meat for the money*

PARTS ARE AN EQUALLY GOOD BUY IF PRICE IS:

If Price of whole fryer is cents per pound	Breast half cents per pound	Drumstick and thigh cents per pound	Drumstick cents per pound	Thigh cents per pound	Wing cents per pound
27	38	35	33	36	21
29	41	37	36	39	23
31	44	40	38	41	25
33	47	42	41	44	26
35	49	45	43	47	28
37	52	47	46	49	29
39	55	50	48	52	31
41	58	53	50	55	33
43	61	55	53	57	34
45	63	58	55	60	36
47	66	60	58	63	37
49	69	63	60	65	39
51	72	65	63	68	41
53	75	68	65	71	42
55	78	71	68	73	44

*Adapted from FAMILY ECONOMICS REVIEW, U.S. Agriculture Dept.

them low enough so that they are actually often the best value.

But in general, just as in cars, you cannot assemble a chicken from parts for as little as you can buy the whole chicken.

NOVEMBER SALES: This is a month of good coat sales. Men in the market for a suit also ought to look for late fall sales. Suits are expected to cost 5-10 per cent more next spring.

Prices of new homes have

reached an average level of \$26,000—out of reach of many working families especially the younger ones who need houses the most.

However, at these prices they are not selling well and builders have more unsold homes on hand than a year ago. Prices of older houses in the late fall also usually are 2 to 3 per cent below summer prices.

(Copyright 1969)

Getting Your Money's Worth

To someone who has lived without a readily accessible freezer, and with a refrigerator whose top or bottom freezer was too small, a side-by-side refrigerator has obvious attractions, says Consumers Union.

Among these are: ample freezer space near at hand, handier access to frozen foods because of the vertical format, plus the appeal of getting — in effect — two major appliances within the space, if not the price, normally needed for only one. Those are certainly advantages to be weighed.

BUT, ADDS the nonprofit product-testing organization in the October issue of **Consumer Reports**, the consumer must also consider some important questions about price.

Side-by-side models are not inexpensive, usually ranging in price from \$400 to \$550. That's about one-half to two-thirds more money than you'll spend

for top-freezer models, while gaining only about one-third more storage space.

In households with no readily accessible spot for a separate freezer, the convenience of a side-by-side combination may be considerable. But consumers should keep in mind that an existing refrigerator, not especially in need of replacement, can be supplemented by a separate upright or chest-type freezer of larger than side-by-side freezer capacity and at a price far below that of the side-by-side.

IF YOU PLAN to buy a side-by-side refrigerator, be very sure the model you choose will fit into the space available for it.

Some models, for instance, shouldn't be placed close to a corner wall because the doors will have to open more than 90 degrees so that shelves can be slid out for cleaning.

Also, some models require extra clearance because of their condensers.

This may be as much as seven inches on top the refrigerator and two and a quarter inches at back.

Fourteen side-by-side models are evaluated and rated in the Consumers Union report.

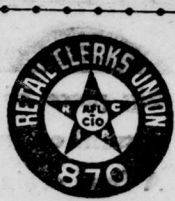
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DEMAND
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Mass consumer suits proposed

The AFLCIO urged Congress to adopt a bill to allow consumers to join together in court suits against violators of consumer protection laws.

The proposed bill, known as the Class Action Jurisdiction Act,

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would bring "more effective protection of consumer rights," AFL-CIO Legislative Director Andrew J. Biemiller wrote Democratic Senator Joseph D. Tydings of Maryland.

The legislation spells out the power of federal courts to handle class actions when violations of federal consumer law are involved. It also establishes federal court jurisdiction involving violations of state consumer statutes.

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Democrats ask consumer ideas

The Democratic National Committee's Office of Women's Activities would like your ideas on how it can mobilize women to ask local government for better consumer protection laws.

If you have anything to offer, write the women's group care of the Democratic National Committee, 2600 Virginia Avenue N.W., Washington, D.C.

As the Democratic women were concentrating on local consumer protection, a task force of the Democratic Study group in the House of Representatives charged that the Nixon administration is offering nothing like the consumer measures passed under the Kennedy and Johnson administrations.

The Democrats urged that Congress take the initiative in consumer matters.

Special delivery in DDT fight

The National Audubon Society, aghast at the toll taken by DDT among animals, fish and birds, inserted a two-color bumper strip reading "Ban DDT" in a recent edition of its magazine, "Audubon." Those who don't get the magazine should contact the Society to learn how to get the bumper strip.

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POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES, FORM 3579, TO 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.

New bargaining ways in the 70s Nixon would boost benefits --and costs to the elderly

A whole new collective bargaining scene is developing to meet technological changes, the generation gap and unionization of public employees, labor and management representatives agreed last week.

Their views were expressed at a collective bargaining conference in San Francisco on "survival in the seventies," sponsored by the University of San Francisco Labor-Management School.

Panelists compared the changing scene to the 1930s and the sudden development of industrial unions.

These are drastic changes they said are needed:

Youth — Probable options to individuals to choose specific benefits from a range of negotiated benefits, to meet different needs of older and younger workers.

Public employees—Quick development of knowledgeable negotiators for public agencies' management—remedying a trouble-causing lack—plus authority to such representatives to make negotiating decisions.

Technology — The emergence of closer union cooperation—even mergers—to deal effectively with giant companies which cross industrial lines.

John Zinos, executive director of National District Council 48 in Milwaukee of the American Federation of State, County & Municipal Employees, said "a

monumental obstacle to collecting the City of San Francisco. He urged local governments to develop capable negotiators fast and then give them "sufficient authority to arrive at least the majority of decisions."

"All I can see is trouble ahead," said Joseph S. Murphy, American Arbitration Association vice president.

Union and management speakers agreed that the "generation gap" was becoming an increasing problem to both. The largest group of workers today is under 30, they said, with entirely different desires than the next largest group—those over 45.

Richard W. Hackler, Communication Workers of America District vice president, said there is nothing new in the generation gap but there is an additional "attitude gap," which he blamed on a communications gap.

He called for new and more effective communication techniques so younger workers will know there is "opportunity for change by operating within the existing union structure."

George R. Koons, vice president for Industrial relations of American Can Company, predicted it wouldn't be long before negotiators are considering such things as employer sponsored education programs which are not necessarily helpful to management, and seeking means of

letting individuals decide "active bargaining" in the public sector has developed because public officials are such novices at negotiations.

"There is a serious lack of negotiators in public administration," said Thomas J. Mellon, chief administrative officer of what benefits they want from the negotiated fringe package.

Conglomerates, combinations of many industries under one ownership, are interested only in profits, said Jack T. Conway who headed the AFLCIO Industrial Union Department from 1963 to 1968.

With no concern for the work force, or even for products, they lay off workers, play one union against another, close plants, sell subsidiaries or rely entirely on overseas production, he said.

He called for union mergers to meet the multi-industry threat.

Arbitrator Sam Kagel told how the AFLCIO had developed some 90 industrywide or companywide coordinated bargaining committees. These draw industry objections and, being distant operations, need to solve a problem in rank and file support, he said.

With one hand, the Nixon administration offered a slightly larger increase in Social Security benefits and with the other was getting ready last week to boost the cost of voluntary Medicare doctor coverage to more than \$5 a month.

The welfare of Social Security retirees was up for grabs in Washington as there were these developments:

1. President Nixon, who had originally whittled down the prospective Social Security benefits raise to 7 per cent, reversed himself as protests rose and said he wanted 10 per cent.

2. Robert M. Ball, commissioner of Social Security announced that Part B voluntary doctor care coverage, now costing Social Security retirees \$4 a month would go to more than \$5. Nixon earlier had said that doctor care will cost more but Ball's disclosure was the closest to a definite figure. The boost is expected to be effective next July 1.

3. House Democrats announced that Nixon's 10 per cent raise was too low and plumped for 15

per cent. One of them, San Francisco Congressman Phillip Burton said bluntly that Social Security recipients were "at the brink of starvation" as prices keep climbing.

4. The AFLCIO said a 50 per cent increase is necessary to bring Social Security benefits to a decent level. AFLCIO Social Security Director Bert Seidman praised the bill of Congressman Jacob Gilbert, New York Democrat, which he said would effect the 50 per cent raise—and more—by 1972.

The Democrats also rejected Nixon's date of next April 1 for the benefit raises and demanded that the increases start December 1.

Ball's prediction of an over \$5 monthly charge to the elderly came at a hearing of the House Ways & Means Committee in answer to questioning by Congressman Gilbert.

Nixon's proposed 10 per cent benefit increase "won't even be 10 per cent more money in view of the Medicare increase," Gilbert told the committee.

Newspaper aid bill hit as 'poverty program' for rich

The so-called "Newspaper Preservation Act," which would lift much anti-trust legislation from newspapers and permit them to fix profits and pool prices, is a "poverty program for the rich," says Democratic Senator Philip A. Hart of Michigan.

The measure is before the House Anti-Trust Committee and is opposed by the AFLCIO. Senator Hart, one of the relatively few legislators to speak out against the publishers, said he had found the newspaper industry healthy in general.

Similar Senate legislation would permit previously competing newspapers to combine all but their editorial operations.

Publishing interests stepped up legislative efforts to legalize newspaper combines after the Supreme Court ruled that a 29-year-old joint operating agreement between two newspapers in Tucson, Ariz., is illegal.

The landmark decision will require the Tucson Citizen and the Arizona Daily Star to end profit sharing, rate fixing and market splitting.

Newspapers in 22 other cities, including San Francisco, have joint operating agreements similar to those in Tucson.

The Nixon administration unprecedentedly showed up on both sides of the issue, with Justice Department testimony against the bill and Commerce Department support. That, said Congressman Emanuel Celler, New York Democrat, is the first time he's seen two government departments on opposite sides and the first time the Commerce Department was a spokesman on an anti-trust matter.

County finally says it will talk on union proposals

Alameda County told Social Workers 535 and East Bay Municipal Employees 390 last week that it is ready to negotiate on contract proposals the unions submitted more than six months ago.

Al Nardi, the county negotiator and director of personnel, asked the unions to set dates "to meet and confer" on their proposals.

Local 390 submitted its proposals last February and Local 535 in April.

Nardi said the delay was caused by waiting for the county counsel's opinion on which proposals he thought the county could bargain on.

County and employee organization representatives were scheduled to hold a first meeting this week on a proposed ordinance setting "rules and regulations" for dealings between the county and employee organizations.

Nardi told the Labor Journal that the county's position was that some of the union proposals should be covered in this ordinance, and some had already been negotiated. He said the county counsel listed 13 other items as negotiable.

CLARENCE N

COOPER

MORTUARY

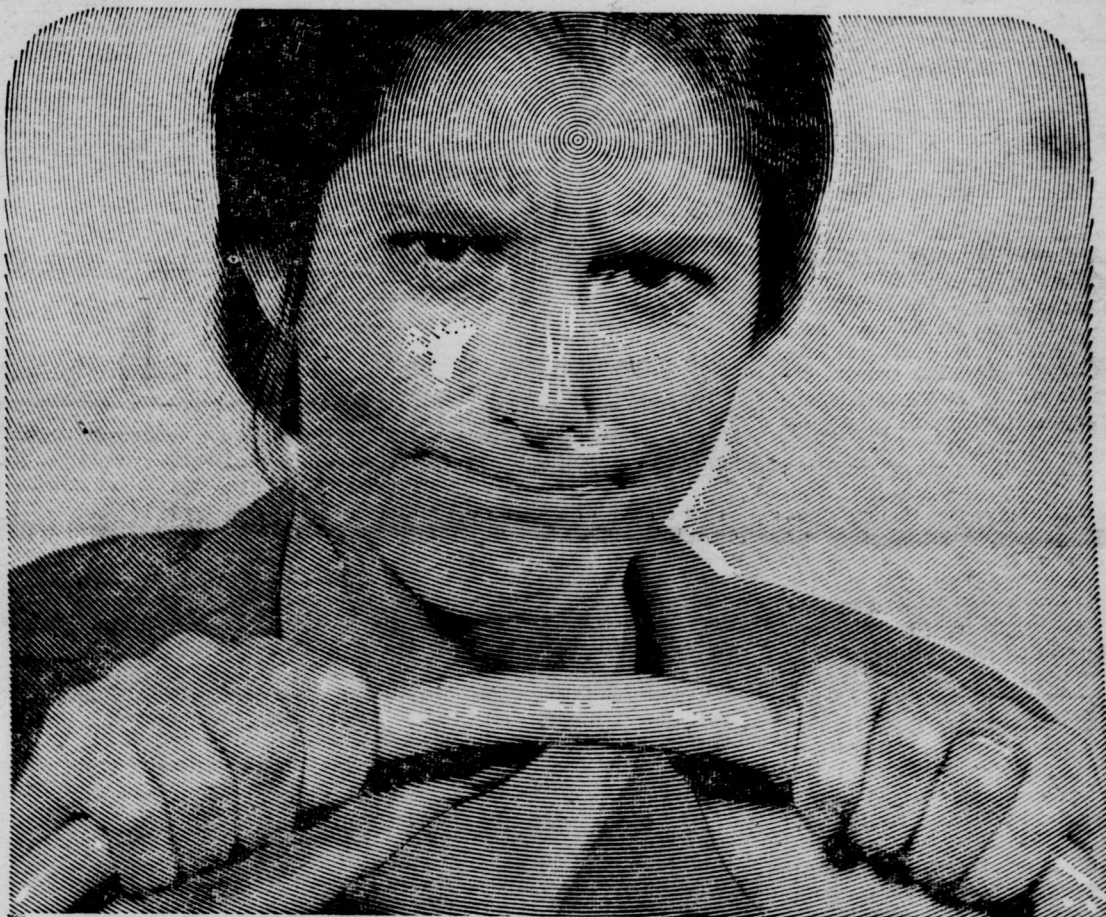
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Chips and Chatter

BY GUNNAR (BENNY) BENONYS

The carpenters hall acoustical job is now completed, and what a difference in the sound pattern! Now you can hear so much better.

Our letters and Carpenter emblems are being made for the outside and will be installed as soon as possible and we will arrange for a formal dedication of the building shortly thereafter. Watch for the notice of this occasion. It will probably be held on a Saturday. Hope you can be present.

Brother Milton Powell donated several glass ash trays for our use, in the hall (courtesy of "Harrahs").

IMPORTANT NOTICE

The Arbitration Board, composed of Brother Dave Williams, representing Labor, Mr. John Griffin, representing the Employers Associations, and Mr. Sam Kagel, the selected arbiter, rendered a unanimous decision in favor of the carpenters. Effective Sept. 1, 1969, any carpenter with 25 years of covered employment, up to a maximum of 30 years, can retire at ANY age. Previous requirements were, 25 years of coverage and must be 65 years of age, or if under 65, the pension was depreciated by approximately 3 per cent per year of early retirement. I'm sure there are several members who have been waiting for this decision and will now process their pension application.

Albany Masonic Lodge, Free and Accepted Masons of California, located at 533 San Pablo Ave., Albany will be holding a "Frog Leg" feed on Nov. 4, Tuesday night. W. E. "Bill" Evans, (of No. 36) extends a special invitation to his Brother carpenter Masons to attend, especially in view of the fact that he is providing 120 pounds of frog legs he caught on several frogging trips. Please call the Junior Warden, Brother Elwood Wallace, at 525-1625 for reservations. A small fee will be charged (\$1.00); if there is any profit, it will be donated to Shriners Hospital for the benefit of the children.

The gloom and doom days of housing construction are seemingly improving, especially in the six bay area counties. It is predicted that residential construction will increase to just over 5.6 per cent in 1970 as compared to 1969.

L'il GeeGee, the office vamp says, if you allow your actions to be guided by rumors, you'll be doing things the HEARD way.

THE AFLCIO again has called for a National Health Insurance System as "the only way of assuring quality health care for all the people." We urge Congress to restore Medicaid's original objective of providing comprehensive services for all needy and medically needy people.

Uncle Benny observes; Always behave like a duck. Remain calm and unruffled on the surface, but keep paddling like hell underneath!

Cousin Alfredo says, it's only natural for the average girl to prefer beauty to brains, 'cause the average fellow can see better than he can think.

See you at YOUR union meeting, Brother?

Teachers 771

BY WALTER SWIFT

The Superintendent's office has demanded that the Oakland Federation of Teachers open its membership rolls and "count noses."

In replying with a flat "No, thank you," the Teachers' Union has countered with a demand of its own—that the District determine by a democratic secret-ballot

election just who is to represent the District's teachers as collective bargaining agent.

Union Executive Secretary George Stokes, in a letter to the Board of Education, commented that, "The only reason presently legal for counting members in any certificated or classified organization is to determine who shall be seated on the 'meet and confer' council (The reference here is to the so-called Negotiating Council set up under the Winton Act.—Editor). Since the OFT does not wish to be seated, there is no legal reason for our membership being counted."

The Union has been and continues to be opposed to the concept of a negotiating council on the grounds that it offers a weak substitute — in effect, company unionism — for real collective bargaining by an elected collective bargaining agent.

"The way to get this meaningful count of teachers who want to be represented by the OFT," Stokes continued, "is through the democratic election process. The OFT officers, the Federal Government and even the Oakland School Directors are decided upon by this method, and teachers are required to teach it as the only positive method of deciding representation to the students in our schools. We find it most disconcerting for this Board to deny such an election to their employees!"

Millmen's 550

BY ARSIE BIGBY

During the next 2 to 3 weeks, we are going to be giving out the new up-dated Hospitalization booklets, along with a comparison sheet between the Occidental and Kaiser Mill Cabinet Trust coverage (according to your choice).

If you choose to switch your Insurance coverage from Occidental coverage to Kaiser coverage, or from Kaiser coverage to Occidental coverage, you may do so between November 15, 1969 and December 15, 1969 by filling out a new CHOICE CARD. You can get a Choice Card to fill out by calling the Union Office, 893-7742 or the Mill-Cabinet Trust Office, 444-1402. The Selection card must be filled out and mailed back to the Mill-Cabinet Trust Office, 220 14th Street, Oakland, California 94612 before midnight December 15, 1969. If you do not choose to change your insurance coverage there is no need to fill out a new card.

At our last Union meeting there were a number of questions regarding whether or not Blood is paid for under our Health and Welfare Plan. The answer is NO if you are under the Kaiser Plan. The answer is YES if you are under the Occidental Plan, providing you are not covered under a "BLOOD BANK" or replace the blood in some other fashion in which case IT WOULD NOT BE PAID FOR. Following is how it is paid: On Hospital bills containing charges for Blood, processing, transportation and transfusion trays, are paid as part of Hospital Services. When a hospital bill is turned in to the Trust Office, which shows a charge for Blood, that charge is deleted from the Hospital bill, and then the patient is advised to notify the Trust Office, if the Blood is not replaced within 30 days. If not replaced the Trust Office pays the bill, as part of Hospital services up to a maximum of \$2,000 under the basic part of the policy. If however, the basic part of the policy has been used up then it is paid at 80 per cent of charge under Major Medical, after a \$100 deductible has been met.

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Steamfitters 342

BY JIM MARTIN

As of this date our Union's employment situation remains real good and should continue so for at least another month. However, there may be a slack period during December and January, which we hope does not materialize.

Speaking of job opportunities, we wish to remind you to attend your membership meetings regularly in order that you may be able to keep abreast of things which concern you, etc. We are very sorry to report the passing of former Business Manager of Local Union 38, San Francisco, Brother George Kyne. Services for him were held this past week. Brother Kyne's services to the Labor Movement covers many years, first as the Business Manager of Local 442 and later of Local 38, as previously mentioned. He also served as Local 38's Administrator on fringe benefits. In behalf of our Union's Officers and membership, we wish to express our deepest sympathy to Brother Kyne's family, to Local 38 and to his many friends.

Also, we wish to express our deepest sympathy to the wives, families and friends of Brothers Frank Lockwood, Henry Doering and Joe Campo, who passed away recently. They had been members of our Union for many years.

Our next membership meeting will be held on Thursday, November 6. Please plan to be in attendance at this meeting.

AFSCME 371 'Info'

BY NAT DICKERSON

The tactics of a great general are no less effective in civil matters than in those of the military estate.

Diversionary measures have for centuries been used by the military to confuse and dispose of opponents.

These are generally represented by a feint, by a small number of attacking forces, while the main forces may thrust, encircle, or complete a pincer movement.

The term "divisive" is more appropriate, when these tactics are employed in civil or administrative matters but no less effective.

Members of Local 371 are beginning to feel the effects of something of this nature; perhaps, we hope, not deliberately imposed but nonetheless effective in causing separations among our ranks.

Some of this is brought about by oral agreements, made in negotiating sessions and are never bulletined for general reading by the total custodial work force.

If men are unaware that rulings have been made on certain job aspects, they will tend to have a variety of opinions, some reflecting what is not generally beneficial from a union standpoint.

The latest issue along these lines has to do with "Floaters." These are men sent to other locations than the ones they might customarily work at, and is caused by a manpower shortage.

Much argument has arisen from various policies on the matter but apparently it lies within the province of a foreman's prerogative to decide. In trying to avoid any direct support of union aims towards seniority recognition, a supervisor, during a negotiating session of October 9, 1969 stated that criteria for such transfers should be according to "quality of work performance, attendance records and some concern for seniority."

It was implied that a punitive aspect is also involved.

At that time it was also stated that a further examination was to be made of the matter and

after resolution bulletins were to be prepared and posted. (?)

Most union foremen insist that men with least seniority be sent when Supervisors request their use in another building.

This policy was supported by a majority at our last meeting.

Words of sympathy should be sent to the following Brothers:

Oscar Gilbert, 700 Santa Maria, El Sobrante, because of his mother's demise.

On the Sick List are Brothers: J. Brown, 2040 Essex St., Berkeley; E. B. Johnson, 11 W. Chambers, Richmond; F. T. Morris of 2526 67th Ave., is yet off from work; also H. M. Martin of 2000 19th Street, San Pablo.

Barbers 134

BY JACK M. REED

Attending our International's Seminar on Operation 5000 were Ray Luciano, Al Chamorro, Steve Troxil, Hugh Dean, Bill Wilker, Robert Kraus, and yours truly. The meeting was held at the Holiday Inn here in Oakland last Sunday and was attended by members from as far south as Fresno and north as Redding.

The meeting was very interesting, however there was nothing new brought up on organizing. Nothing that had not been tried by Local 134. However, statistics were given on the number of organized and unorganized licensed barbers in every county of the state, and showed where the most non-union barber shops and non-union members were located. Most of us already know that Orange County contains the largest amount of non-union everything.

With few exceptions there could be improvement and gains in union membership and there will be an effort made to organize the unorganized. In a few areas throughout the state no organization has ever been tried.

I would like to call your attention to the change in our regular meeting night. Due to Thanksgiving Holiday, our meeting will be held on the preceding Thursday night November 20, 1969. Nominations for officers for 1970 will be held.

Instead of asking what is going on in your organization, each and every member should from time to time attend a meeting and find out for yourself what your union is doing to help upgrade the Barber Trade and help you in many ways.

I regret to say that many of our members have NEVER attended a meeting. However, many of these same people are quick to criticize the Local and the officers. Maybe with their help the Local and the officers could eliminate their gripes. The whole idea is to cooperate and work as a team. Many of these brothers forget that THEY are the Union. Stop and think about this.

Watchmakers 101

BY GEORGE F. ALLEN

A few watchmakers who work for Time Service have contacted the Union office showing interest in joining the Union. We have signed some applications. Time Service, you know, operates the Watch Repair concessions in the large Department Stores. If you know any of the watchmakers working for Time Service speak to them about the union and if there is any interest notify the Union. We will be happy to follow up any leads throughout our jurisdiction.

WANTED: Jewelry Show cases. If you have or know anyone who has a show case they do not need contact a Mr. Hagger, 837 Main Street, Redwood City, phone 369-4241. He wants to display Antique Jewelry.

Retail Clerks Local 870

BY CHARLES F. JONES

Sister Wilma Frazier, who was elected and served as Sergeant-at-arms, has submitted her resignation and has taken a withdrawal card from Local 870. Nominations and the election for a Sergeant-at-arms will be held at the regular membership meeting to be held on Tuesday, November 25, 1969, at 8 p.m. at the Union auditorium, 6537 Foot-hill Boulevard, Oakland.

In the event of an elective vacancy, the same shall be filled in accordance with Section 28 of the International Constitution.

No person shall be eligible to hold elective office unless he or she has:

1. Completed 12 consecutive months active membership in the Union next immediately preceding nominations, and

2. Has not had, during such 12 month period, charges preferred and sustained, or has not been the subject of disciplinary action by the Executive Board, and

3. At the time of nomination is an active member in good standing.

Members nominated must be present at the meeting to accept or decline the nomination, except that where the member is working, ill, or has another legitimate excuse for his absence, it will be permissible to accept his name in nomination, provided the member making such nomination presents to the presiding officer written authority from the absent member to do so.

By action of the Executive Board, the first regular membership meeting to be held on November 11, 1969, will be cancelled because of the legal holiday.

Have you purchased your \$2 Active Ballot Club membership card yet? If not, see your business representative.

Steel Machinists 1304

BY DAVE ARCA

Hi. Suicide is a form of insanity. A temporary impulse with permanent effects. Workers who vote for business supported Legislators, commit suicide upon their own earnings. They nullify negotiated improvements of wages and working conditions.

Remember Reagan's outraged assault upon high taxes when he was a candidate? Have you noticed our taxes since Reagan became Governor? Sales taxes and property taxes are the highest in California history. They're headed higher. What's it take to educate Taxpayers?

There's masochism among California voters. The anguish over high taxes resulted in electing Legislators who increased taxes. They also increased their own salaries. Reagan even increased the salaries of his staff. Then increased his staff.

Perhaps we lack Christian charity. Perhaps we should accept our pain murmuring, "Father, forgive them. They know not what they do." Sorry. They DO know what they do. Besides, we are not constructed for such piety. When we hurt, we holler. We're hurting now. In our agony we say, "Boot the Bums out."

We don't need those Legislators. They, and their Leader, increased taxes for working people. Even while preserving tax loopholes for Big Business and the Oil Industry.

Some of the Louts who looted tax monies for more salaries, are up for re-election next year. Remove these maggots from California's House of Lords. If you don't vote, Shut up. Verbal ineffective has no effect upon your fate. Only your Ballot is counted. Know what we mean? Okay.

An investment in housing

Unions are in a unique position to become builders and landlords concerned with the welfare of their tenants rather than profits.

Laws are on the books that enable unions to do all these things, and more, almost without cost:

- Stretch the rental dollars of their low-paid members and retirees.
- Provide better housing for those with moderate incomes.
- Create work for building tradesmen and related unionists

- Put union negotiated pension and other trust funds to work for labor rather than for corporation profits.

Listen to Fredrick T. Sullivan, secretary-treasurer of Printing Specialties & Paper Products District Council 5.

The Printing Specialties Council is sponsor for an apartment house being built for retirees. And Sullivan is working on plans for an apartment tower for union members.

The trouble, he says, is that the billions of dollars in union negotiated trusts are

invested by banks, insurance companies, or joint management-union committees acting on advice of Wall Street type financial consultants.

The finance men are interested only in the security of the investment and its dollar return. They are not concerned with the purpose for which the money is used.

"We've found our pension trust investing in non-union companies, and even in some non-union printing outfits," Sullivan said.

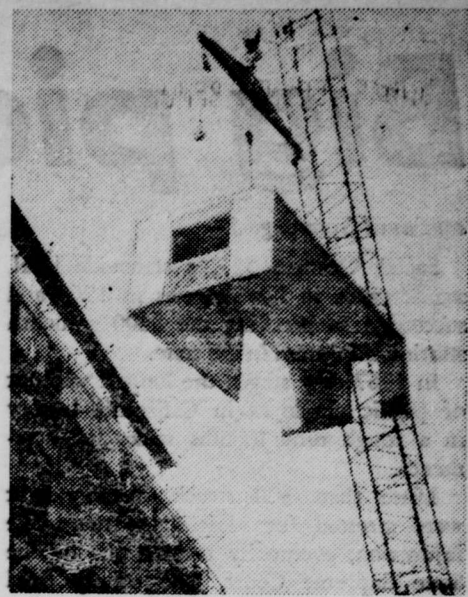
Now a combination of developments in the AFLCIO and Congress have opened the way for unions to change all that, he says, and at the same time stretch the take home pay of low salaried unionists by supplying good federal housing for which the federal government will pay part of the rent.

Sullivan is talking about:

1. The AFLCIO Mortgage Investment Trust which loans union funds for construction of socially desirable and vitally needed housing. Union negotiated pension funds invested here currently bring a 7 per cent return.

2. A section of the Housing Act of 1968 that provides for federal rent subsidies for low income people who pay 25 per cent of their wages for housing.

"Many younger families, just starting out in the lower paid categories of work, cannot find decent housing today at prices they can afford. This is equally true of our members retired on Social Security and fixed pensions caught in the rising costs of inflation.



NOVEL CONSTRUCTION sees apartment house rooms lifted into place, like this, by a crane. Each room is poured flat on the construction site, with hinges linking walls to ceiling.

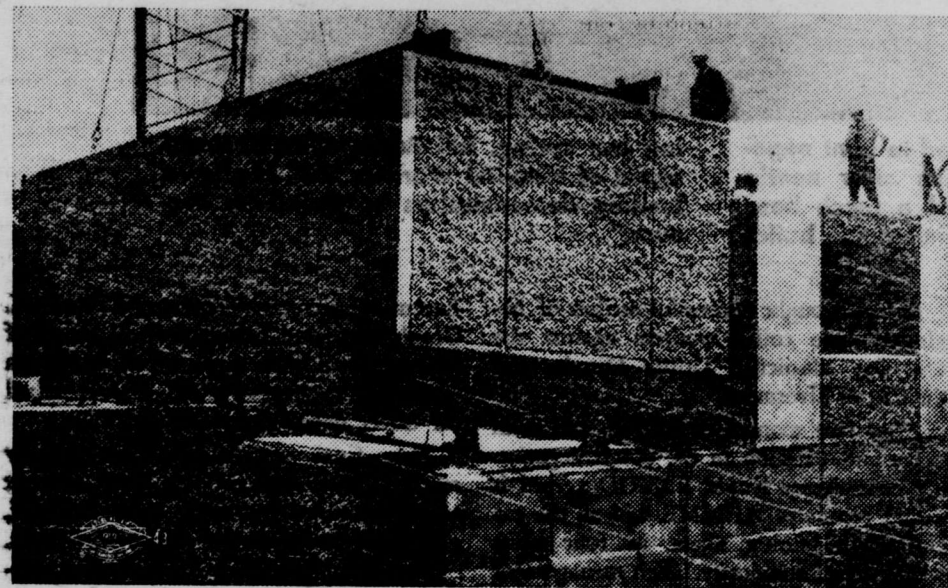
"There is no other organization that is as well situated as unions are to solve this problem," says Sullivan.

How well they fit in and can function as developers of needed housing has been demonstrated by both District Council 5 and the Alameda County Building Trades Council.

The BTC's \$8,000,000 Oakland Acorn is a nationally recognized union conceived, union built and union operated, integrated town house and apartment complex in West Oakland for low and moderate income families.

District Council 5 is building an 11-story, \$2,800,000 apartment house for low income retirees at Telegraph and Grand Avenues in Oakland.

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CRANE puts corner room in place after lifting it from the stack where it was poured flat, complete with exterior finish. Hinged Concrete walls drop into place, and are bolted together, as crane lifts each room for its aerial ride.

Big piece of the action

One place where the action is in the labor movement—now and for the foreseeable future—is public employment.

Public employees are starting on their way toward catching up with unionized workers in private industry, who got a 30-year jump on them.

Public employment is growing faster than any other segment of the American economy. Union membership—and contracts — are skyrocketing. The potential has scarcely been scratched.

ROUGHER ROAD

The path for public employees to follow was cut by workers in private industry in the thirties. But the road has grown much rougher.

Public employees are encountering the same sort of reluctant, inexperienced, paternalistic employer as in the private sector decades ago — the kind who doesn't want to part with any of his authority.

There are the same sort of company unions and pseudo-professional associations.

Sometimes there are even the riot sticks

and tear gas that were so often management's answer to unionization a generation ago.

Public employees face additional barriers.

Millions of them are forbidden by law from exercising the worker's basic right to strike.

Many cannot negotiate on wages, hours or fringe benefits.

They face an unbelievable maze of laws, ordinances, regulations and governmental bureaucracy in which management negotiators frequently have no authority to arrive at binding agreements.

Nevertheless, unionization of government employees—and their contracts—is zooming. Today 1,416,073 federal government employees are covered by 1,181 negotiated agreements—a 14 per cent increase in a year.

The late President John F. Kennedy signed Executive Order 10988 on January 17, 1962, giving federal employees the right to organize and negotiate a limited sort of contract.

But exclusions and omissions of that

order—and the myriad state, county and municipal laws and ordinances that followed its pattern—barred most public unions from negotiating contracts of the same meaningful scope as private industry.

BREAKTHROUGH

Determined and aggressive unions broke through this curtain by:

- Strikes, like Oakland based Government Employees 3 at Hunters Point Naval Shipyard Cafeteria in San Francisco in October, 1968. They sat down—in a stoppage that brought first contracts both there and in the Mare Island Naval Shipyard at Vallejo.

Or the San Francisco State College teachers strike last winter, despite repeated discharge threats from President S. I. Hayakawa and Governor Reagan.

Or the Vallejo Police Association and AFLCIO Fire Fighters 1186 who won a 7 per cent pay raise in July in California's first walkout by police and firemen.

- Mass picketing and other active support from concerned Central Labor Councils as in the sometimes Alice-in-Won-

derlandish negotiations to a first contract between the East Bay Municipal Utility District and American Federation of State, County & Municipal Employees 444.

• Court action.

San Diego Superior Court Judge Hugo Fisher ruled this summer that public employees have the same right to strike as other American citizens.

Fifteen per cent of California's labor force consists of civilian government employees. It is the fastest growing segment, increasing 67 per cent in 10 years to 1,334,000.

They were as forgotten and as neglected as farm workers and domestic employees until the George Brown Act of 1961 required public employers to meet and confer with employee organizations.

But that didn't do much good for anyone.

In 1964 public employees began taking direct action. In the next three years there were strikes in Concord, Pittsburg, Antioch and Humboldt County.

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east bay

labor journal

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Big piece of the action

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Social Workers 535, a statewide local, struck twice in Los Angeles in 1966 and succeeded in breaking the \$600 a month starting minimum in the state.

In 1967 they staged the longest walkout of public employes in California history in a rough nine months strike in Sacramento.

More than 300 struck. Seventy-eight were arrested for violating a non-strike injunction, eventually thrown out by the State Supreme Court. The county fired 167.

The county finally negotiated an agreement with Local 535, including salaries, minority hiring and sick leave.

NEW STATUTE

The 1968 legislature adopted the Meyers-Milias-Brown Act. This is a sometimes vague and ambiguous piece of legislation that required local governments to recognize and confer in good faith to reach an agreement with recognized employee organizations.

The Meyers-Milias-Brown Act provided no guidelines for granting recognition. It left it to public agencies to adopt their own "reasonable rules and regulations" for employee relations.

Ventura County was first. It adopted a detailed employee relations policy in 1967 providing for such things as negotiating written memoranda of understanding, dues check off and grievance procedure.

MARIN CONTRACT

Marin County approved a resolution in 1968. Social Workers 535 promptly negotiated contracts in July covering Social workers and probation officers. Dave Aroner, Social Workers field representative, said they were the first union contracts negotiated with any California county.

Government Employees 3, affiliated with the Laundry & Dry Cleaners, organized Hunter's Point Naval Shipyard Cafeteria workers in May of 1968.

By October the workers were fed up with meet and confer type sessions.

They struck in the face of a public law which makes striking a felony punishable by \$1,000 fine and a year imprisonment.

Wray Jacobs, a business representative of Local 3, said it was the first strike in a Navy operation since the bloody Portsmouth strike in the last century.

Strikers made four demands: No retaliation, immediate negotiations for a signed agreement, grievance procedure to be negotiated first and signed, pay for time lost during the strike to be put in escrow with its disposition resolved by grievance procedure.



ALAMEDA COUNTY agreed to joint negotiations with three unions after nearly 1,000 unionists conducted a lunch hour demonstration at the administration build-

ing last spring. Bill Burks, then business agent of Hospital Workers 250, is shown leading demonstrators in "Solidarity Forever."

THREATS BY NAVY

The Navy responded by threatening strikers with criminal prosecution. On the third day of the strike the Navy fired the whole crew of 71.

But on the fourth day the Navy rehired all 71 and signed a back to work agreement. Subsequent negotiations lasted three and a half months.

The resulting agreement provided for a wage survey which ended up in a 39 per cent pay increase. All conditions of employment were covered, including an employer paid health and welfare fund, which Jacobs thought was the first in the nation for government employes.

Within a month Local 3 negotiated the same contract for the 92 cafeteria employes at the Mare Island Naval Shipyard.

Jacobs was accused during the Hunters Point sitdown of the crime of advocating a strike. The charge was not dropped until three days before Christmas.

THE PROBLEM

"The union has all the normal difficulties in pursuing a strike against the government that it has in private employment—plus possible criminal penalties," Jacobs observed.

"It's a fallacy that Civil Service employes are immune from being fired or subject to on the job pressure.

"The younger worker is not about to accept government paternalism."

Rebellion against paternalism of lesser echelons of government has been the order of the year in Alameda County.

It has brought successful strikes of neglected blue collar workers against the East Bay Municipal Utility District and the City of Livermore.

After five months of talking, and with strike authorization in the union negotiating committee's hands, EBMUD agreed it would recognize AFSCME 444 as the exclusive bargaining agent in four units where it had a majority. Then management said the agreement would have to go back to the board.

The Alameda Central Labor Council answered that one with 50 pickets marching in the rain February 11 at the next meeting of the EBMUD Board of Directors. Within two hours the board finally granted recognition.

But attempts at negotiations got nowhere.

Directors made things worse by hiring Howard S. Block, of Santa Ana in the heart of John Birchland, to write an ordinance on employee relations—a classic of non collective bargaining. They paid him \$6,500 for that and continued him as a consultant at \$600 a month retainer plus \$450 a day when on the job.

Negotiations steadily retrogressed until AFSCME 444 was forced to strike on Friday, June 13. The superior court ordered the union to neither strike nor picket. The men continued to do both. Management suspended 200 employes for not returning to work.

ABRUPT CHANGE

Things changed abruptly June 24. With the strike still on, Central Labor Council

Executive Secretary-Treasurer Richard K. Groulx appeared before the full board of directors and told them Block had been "deficient in his services." Groulx asked for direct negotiations and got them.

The final agreement was quickly reached. Local 444 got just about what it asked including pay raises, dues checkoff, grievance procedure and improved fringes.

The memorandum was guaranteed preference over Block's ordinance, and the ordinance itself was modified to protect union security.

William Lucy, special assistant to the president of AFSCME, called it a "significant labor victory," a major breakthrough in establishing formal relationship between a union and a major California utility district.

A thousand county employees belonging to three AFLCIO unions picketed the Alameda County administration building one noon hour in May in a demonstration for collective bargaining.

THE SCHOOLS

At one point in a months long verbal battle between the Oakland Federation of Teachers and the Board of Education, the board had OFT President David Creque arrested on an obscure felony charge. OFT won a promise this summer of legislative investigation of how the Oakland school system spent \$10,000,000 in federal funds that was supposed to have been used to help underprivileged children.

When AFSCME 1675 negotiated an agreement with East Bay Regional Parks this spring, the state "Right-to-work" committee turned around and asked the state attorney general to nullify the pact.

EXECUTIVE ORDER

President Kennedy's executive order has this key sentence:

"Participation of employees in the formulation and implementation of personnel policies affecting them contributes to the effective conduct of public business."

But Executive Order 10988 is a long way from guaranteeing federal employes the same organizational rights as other workers received in the '30s.

It is still a felony for a federal employe to strike or knowingly belong to an organization that asserts that right. This restrictive piece of legislation was adopted in 1955 in Public Law 330.

In the executive order, written agreements are restricted to "personnel policy and practices and matters affecting working conditions." They are limited to matters within the authority of the negotiating manager. In most governmental agencies this excludes such basics as wages, hours and fringe benefits.

AFLCIO unions representing federal workers are pressing for legislation creating collective bargaining machinery and arbitration.



RAIN didn't stop pickets from Alameda County unions who came to the support last February of AFSCME 444's bid for recognition by the East Bay Municipal Utility

District. After this demonstration in front of EBMUD headquarters, Local 444 won recognition. Its first contract came six months later after a strike.

A fatal drain

The Bay's fate

Governor Reagan's Department of Water Resources is rushing plans to send most of the Sacramento River's water to Southern California without stopping to learn whether that will mean disaster for San Francisco Bay.

That's on the testimony of Reagan's director of the department, William R. Gianelli, at a Congressional hearing in San Francisco. Gianelli told the House Conservation & Natural Resources subcommittee he was confident the Bay would not be harmed—therefore no study was necessary.

A CESSPOOL?

The department's confidence flies directly in the face of scientific warnings that the planned diversion of water could make the Bay a huge cesspool. Nor would Gianelli go along with suggestions of subcommittee members and three scientists to investigate the possible effects before shipping the Sacramento's water to the rich Central Valley and big, smoggy Los Angeles.

The hearing was in essence a debate between Gianelli and the scientists.

They had pointed out that the heavy winter and spring runoffs of the Sacramento provided a major cleansing agent for the Bay.

These purifying flows would be eliminated under present plans. Within 50 years the average annual outflow of the Sacramento would be reduced to one-sixth of its present volume.

WARNING VOICED

Here is what the scientists had to say: Dr. Joel W. Hedgpeth, director of the Oregon State University Marine Science Laboratory described it as part of current plans "to treat San Francisco Bay primarily as a mixing basin for waste waters . . . in terms of its capacity to

handle sewage without becoming noxiously offensive."

Dr. Ray B. Krone, chairman of the Department of Civil Engineering at the University of California at Davis, said the diversion "very probably will be calamitous to the San Francisco Bay . . . will permit algae to grow to nuisance levels" with "unsightly odorous areas along the shores . . . (and) will surely cause significantly increased concentrations of toxic materials in the Bay."

POLLUTED WATER

The "heavy load of various pollutants" carried by the Sacramento and San Joaquin rivers would reach Bay waters "in higher concentrations," said Dr. Charles R. Goldman, professor of zoology at UC, Davis. "The whole ecology of the Bay-Delta system will be greatly altered and will suffer a decline in environmental quality."

Gianelli said, however:

"Tidal action is the principal mechanism by which pollutants are ultimately removed from the Bay," he declared. The planned cutback in the Sacramento River "outflow will have no significant effect on the environment or ecology of the San Francisco Bay system."

He conceded that "municipal and industrial waste" discharges into Bay and Delta waters "will more than triple" in the next 50 years.

But he referred to a proposed "regional system which would transport treated waste water from the extremities of the estuary to locations near the central Bay and ultimately to the ocean."

This is what Dr. Hedgpeth called a "mixing basin for waste waters."

At present 660,000,000 gallons of sewage and other municipal and industrial waste are dumped into the Bay each day.

In rejecting a study, Gianelli said that,



GARBAGE TRUCK pours it on one of the many dumps that encircle San Francisco Bay. Refuse dumps seem to be more numerous along the shoreline than developed beauty spots providing public access to the bay.

"in the last 15 years the department has spent over \$10,000,000 on studies to determine ways to serve, protect and enhance the Bay-Delta region."

But neither Gianelli nor Jerome B. Gilbert, executive officer of the California State Water Resources Control Board, could point to any survey that indicated the cost to Bay Area residents of the state shipping out the fresh river water.

Gianelli's department has contracted to sell 2,000,000 acre feet of Sacramento River annually in Southern California by 1990. The volume reaches 5,400,000 acre feet by 2020. The price is \$53 to \$66 an acre foot delivered.

Gianelli said the price does not include any provision to help pay for the increased cost of treating pollutants in San Francisco Bay.

Dr. Krone gave a detailed explanation of the part played in keeping the Bay clean by sediments swept in by heavy river runoffs.

"The sediments absorb toxic compounds, such as heavy metals, pesticides and radioactive fallout, and carry them to their final resting place," the professor said.

Because it blocks out the light, he said, sediment "is the limiting factor to the rapid multiplication of algae . . . unsightly and they smell."

Democratic Congressman B. F. Sisk of Fresno, who was present because his agricultural district will be a major beneficiary of diverted Sacramento waters, told Gianelli he was "concerned by attacks on your agency for lack of concern about pollution."

Gianelli assured him, "We are concerned," an attitude he had failed to show in his testimony.

CUT PRODUCTION

Freshman Republican Congressman Paul N. McCloskey Jr. of San Mateo County, observed:

"Last year we paid \$3,500,000,000 to farmers to take land out of production. The highest payment was to a cotton farmer in California. Now we are planning to ship substantial amounts of water to the Central Valley to increase farm production."

In testimony by Democratic Congressman Don Edwards and others, government agencies came in for major blame for polluting and filling the Bay.

"The two major threats to the Bay from fill are . . . from the State Division of Highways and the Oakland and San Francisco Airports," said Edwards who represents parts of Alameda, Santa Clara and San Mateo counties.

He said Oakland, San Francisco and San Jose airports "are engaged in an apparent mindless competition to see which can be the biggest."

(Every fill reduces the cleansing force of tidal action and cuts down the Bay's automatic air conditioning which has made the area one of the world's most pleasant places to live.)

Greatest polluters were listed as municipal, state, and federal government agencies. "The situation in San Francisco is disgraceful," Edwards said.

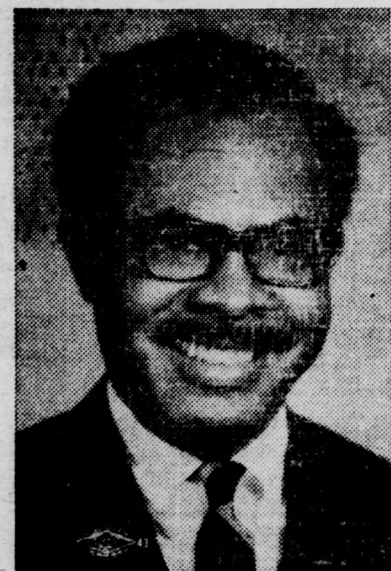
Dissent on college board

Labor has one voice—but a persistent one — in the conservative, 21 member Board of Trustees of the California State Colleges.

It's that of Edward O. (Pete) Lee of Alameda County, international general representative of the American Federation of State, County & Municipal Employees.

Lee isn't the kind of guy you would expect to find among this group of attorneys, businessmen, industrialists and ultra-conservative Republican politicians like Governor Reagan and Superintendent of Public Instruction Max Rafferty.

Lee is the only labor member of the board. He is its first and only black member. And, at 37, he is the youngest trustee.



EDWARD O. (PETE) LEE

Lee said in an interview. "I bring to the board a philosophy which stems from labor. None of the others do."

"This is definitely a Reagan board."

Lee has some definite ideas on what the board should be doing and how it should operate. That includes taking a role of leadership in the college system.

His first major battle as the only labor spokesman on the board came in the fall of 1967 over the question of whether to negotiate with college employees, primarily instructors.

BARGAINING HIT

An attorney member of the board wrote a position paper against collective bargaining, leaning heavily on arguments that it would be illegal.

Lee responded with his own position paper. He urged collective bargaining as a vehicle by which problems can be solved and dignity established for the people involved. Leave the question of legality to the courts, he said.

"It didn't make any difference," Lee recalled. "The idea was voted down overwhelmingly."

Lee is not entirely alone on the board. He frequently votes in a minority of two with William Norris, a Los Angeles attorney. Both were appointed by then Governor Edmund G. Brown in December, 1966 for terms running until 1974.

A CONFRONTATION

Sometimes other surviving Brown appointees join in a flat confrontation between the dwindling number of liberals on the board and the growing Reagan bloc.

A typical vote was the recent 16-2 count by which S. I. Hayakawa was confirmed as president of San Francisco State. The vote was an endorsement of running a troubled campus with the police Tactical Squad, a modified version of Reagan's education at the point of a bayonet. The two no votes were from Lee and Norris.

Lee's position is that the board should try to solve situations rather than simply react to them. He says both the board and Chancellor Glenn S. Dumke have failed to provide leadership.

He blames this lack of leadership largely for the campus turbulence of the last school year which saw student strikes, teacher picket lines, police confrontations and the almost complete breakdown of education at San Francisco State College.

"The action of the board is predicated a lot on the letters they received," Lee remarked.

He was referring to a stream of letters to college trustees and University of California regents that began as a trickle in October 1968 and reached a flood of 10 to 15 a day during the height of campus disorders last winter.

The tide started from Southern California with letters, all on the same theme. The theme was get tough or resign.

The pattern was set by two identical letters from Whittier, which could lead one to wonder whether they were passed around at a cell meeting of the John Birch Society.

"I am greatly alarmed at the disorder

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A voice on state board

continued from page 7

and anarchy recently displayed on our campuses," they said. "Much of this I feel is due to the liberal and irresponsible rulings of your boards under pressure . . .

"I feel the best solution is a mass resignation of those in your ranks who are unable to properly cope with the situation."

A Long Beach woman was distressed by "violence, rioting, demonstrating, use of dope, uncleanness and immoral activities going on within our state colleges . . .

"Why can't you as trustee help to set down some rules of order, cleanliness, dress, and haircuts, and whatever else it takes, to bring us out of this chaotic confusion."

A Lakewood man said:

"Get those campuses cleaned up in every respect or get out."

A San Diego man echoed this thought with: "I salute Mr. Reagan and Mr. Dumke with a pitifully few others. To the main body of regents and trustees I say, clean up or get out."

"The letters were not all from the right wing," Lee said. "A lot were from concerned citizens who saw law and order as the only answer."

BOARD TROUBLED

Board members were worried, he said. "They wanted to do something, to show the letter writers they were doing something."

Lee recalled that "Norris and I predicted the advent of the disturbances. We wanted the board to look into minority employment at all levels; find out what ethnic studies were taught and needed, what the state colleges were doing to arrest the imbalance of history.

"What happened was a lot of rhetoric and no action.

"I am not blaming anyone. I am blaming the system for not being tuned up to meet the demands.

"I think the system moved haphazardly and did not involve students and that is why we have the situation we have today."

ON THE DEFENSIVE

For the last two years, he said, the board has been on the defensive, reacting to situations rather than trying to solve them.

Of himself, he says:

"I have always had to come up as a counterpuncher, primarily because of the structure of the board.

"I think my position as a labor person might affect the committees I am selected for or not selected for."

For example, Lee is not on the Faculty & Staff Affairs Committee, which "deals with the nuts and bolts of personnel problems."

"That is where employe organizations make most of their presentations," he explained. "It's the prime committee where employes talk. And most of the board's work is done in committees," he noted.

"I was not put on the task force (to work out strike solutions) at San Francisco State because of a feeling I would be compromising my position as a black person.

BIGGEST MISTAKE

"I think the biggest mistake was in not establishing full board relationship with students until the situation was in an almost unresolvable position."

Lee tries to uphold labor's concept of free public education "and that means opposing tuition and ever increasing fees."

He said the board raised material fees in June because the State Department of Finance cut the dean of students positions out of the governor's budget.

"We were faced with cutting out the deans or increasing the students' fee to finance a faculty position. The dean of students is just as important to the institution as security guards, maybe more so, and the institution should pay for them."

NO POWER

Lee thinks the college trustees should be like the University regents, who are granted a certain amount of money to manipulate as they see fit.

The college trustees don't submit a budget. Money to run the college system is listed, item by item, in the governor's budget.

HIS BACKGROUND

At the time of his appointment to the board of trustees Lee was head of instructional services at the East Bay Skill Center.

Since that time he has been business agent at the Oakland Naval Supply Center for American Federation of Government Employees 1533, area manpower representative of the Human Resources Development Institute and since August, AFS-CME international general representative.

He has been involved in all major campaigns of the Committee on Political Education in Alameda County since the successful statewide 1958 campaign against so-called "Right-to-Work."

He started teaching in Oakland high schools in 1955 after graduate studies at the University of California in Berkeley where he earned a Bachelor of Arts degree in political science.



RETIREMENT apartment building, being constructed by a novel method for Printing Specialties District Council 5, is shown here at its full height, but with an identical half still to be constructed on the far side.

A union vision -- the landlord cares

continued from page 5

Both the retirement apartments and Oakland Acorn were financed by 3 per cent federal loans for non-profit sponsors. This is under Housing Act provisions more commonly used by churches. Twenty per cent of these tenants may be eligible for rent supplements.

Sullivan is dreaming of a 16-story tower apartments for low cost rentals to young family members of his union, who would be entitled to federal rent supplements. Plans for the \$2,300,000 tower are virtually complete. The district council has the land.

But for all eligible tenants to get the rent supplement, the landlord-builder has to provide financing.

Financial advisers of his own union's trust funds are investigating the advisability of putting at least part of the Printing Specialties trust money in the AFLCIO fund as a result of a pitch Sullivan made to fund trustees in Chicago this summer.

NEW PROCESS

District Council 5's retirement apartment building is being constructed by a brand new method.

Architect Delp Johnson of San Francisco thought up the process as a result of cost cutting pressure from Printing Specialties.

In the operation, walls and ceiling of an individual apartment are poured flat in concrete in molds on the ground level. All sections of an individual apartment are linked by huge hinges.

A crane latches onto anchors in the ceiling. As it lifts a section, the walls of the apartment drop into place and are bolted together.

It is then lifted, like a box without a bottom, and set in position as another room in the structure. Finishing work is done after the room is in place.

Interior apartments are lifted as three-sided boxes. The interior wall already in place serves both rooms and ceilings are floors of apartments above.

The process, patented under the name of Fold-Crete, has drawn engineering attention from Australia to Spain.

The Fold-Crete process had to be run through University of California computers to convince the federal Department of Housing & Urban Development that it could withstand earthquake stresses, before the federal loan was finally granted in February 1968.

FIRST IN STATE

It was the first such loan in California for union-sponsored low cost housing for retirees.

The union acted, utilizing a federal provision for 50 year loans at 3 per cent interest for retirement housing that is developed by a non-profit sponsor.

The apartment house will belong to and be operated by the Printing Specialties Union Retirement Center, Inc., a non-profit charitable foundation.

Law prevents tenants from being limited to retired Printing Specialties unionists.

They must be retirees of 62 or older, with income of not more than \$4,500 a year if single, \$5,400 for a couple, or \$6,600 for two unrelated individuals.

Units will include 180 studio apartments renting at \$86 to \$96 a month, and 20 one-bedroom apartments at \$105 to \$125.

Tenants will eat dinner in the building dining hall at \$55 a month. This is mandatory, because older people so often neglect eating.

SWEEPING VIEW

The apartment house will contain lounges, libraries, public rooms and laundry—probably on the roof with a view of Mt. Tamalpais and much of the Bay Area.

"The need for this type of housing is great," Sullivan said.

Equally great, he said, is the need for low cost housing for lower paid family workers, now forced to live in dingy, rundown buildings in ramshackle sections of the city.

Sullivan envisages housing them in an apartment tower, with union offices of the uppermost 16th floor.

The other 15 floors would consist of two and three bedroom apartments renting for slightly more than \$200 a month.

Lower-paid union members could pay a fourth of their income on rent and be eligible for federal rent subsidy for the balance.



CEMENT MASON puts finishing touches on wall of apartment house room as Secretary-Treasurer Fredrick T. Sullivan of Printing Specialties District Council 5 watches. This is the top room on a stack, poured flat on the site.

Sheet Metal Workers 216

BY ROBERT M. COOPER

The first rainstorm of the season has been here and as usual it has affected employment—adversely of course. It is a little early to gauge how much.

If you are out of work, be proud!! You are helping Tricky Dick to lick inflation. This is good? Jumping Jehoshaphat!!

There is a lot of talk about inflation, and no doubt about it, inflation exists. However, every orator or news media that announces this bit of info throws the blame to the high cost of labor. The building craftsmen in particular.

Of course, you may notice they don't cite specifics to back up their statements. They just say the words "Labor is to blame for inflation" and then drop the subject. They do this because it is not true and they have no proof.

Labor costs for construction are lower dollars and cents-wise than they were 10 years ago. A big reason for this is automation. Fifty per cent of the increase in cost of construction is due to cost of land and the high cost of money. Anyone can see this by comparing the present price tag on a vacant lot against the cost five years ago.

Material costs have skyrocketed since the new administration came into being.

Another trick used by these people is to name an astronomical sum that a craftsman makes per year. If you analyze these figures, you will find the only way the craftsman could make that much, is if he worked 8 hours per day, 7 days a week, every week of the year.

Inflation is not caused by the high cost of labor. It just isn't so!! So let us advertise our side of the story.

There are stories being circulated that the Coors' Brewery strike is settled. This is not true, so please don't buy Coors.

Regular Union meetings are every third Wednesday of the month at 8 p.m. in the Labor Temple, Oakland.

Members of the Tri-State Council Death Benefit Plan please note that Death Assessment No. 656 is now due and payable.

Typographical Auxiliary

BY ELIZABETH FEE

The Women's Auxiliary 26 members, their families and friends are invited to a home-cooked ham dinner on Sunday, November 2 at the Alameda Recreation Center (old golf course clubhouse) Alameda. Dinner will be served from 5:30 to 7:30.

Tickets, adults \$1.75; children under 12, \$1. Awards.

Union labelled Christmas cards, W.I.A. greeting stamps and union-made candy can be purchased at the door, or phone 526-8423.

Next business meeting will be on November 18 at Gwen Frate's home.

Right to be poor

The four states with the lowest per capita income in 1967 all have so-called "right to work" laws, banning the union shop, U.S. Census Bureau figures disclose. They are Mississippi, \$1,896 per capita income; Arkansas, \$2,099; Alabama, \$2,173 and South Carolina, \$2,213. California, seventh from the highest and with no "right to work" law, had a \$3,665 per capita income.

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ISRAEL does not need victories, having won all its armed clashes but wants real negotiations to bring peace to the Middle East, Prime Minister Golda Meir, a former Milwaukee schoolteacher, told the AFLCIO convention.

Congressman seeks to ban Nixon smog anti-trust deal

Automobile manufacturers and the Nixon administration faced a move in Congress to nullify the consent decree which would let the industry's big four escape anti-trust prosecution on charges they conspired to delay development of anti-smog devices.

Also seeking to halt the Nixon plan to let the auto men off the hook was the AFLCIO which, acting on a resolution passed at its convention, sent a summary of opposition to the Justice Department. If the case is dropped, it noted all the evidence against the industry amassed by a federal grand jury in an 18-month probe will be lost.

Nixon's Justice Department has filed a consent decree in Los Angeles federal court to drop the \$100,000,000 anti-trust suit filed by the Johnson administration.

BAN OFFER

Los Angeles Democratic Congressman George Brown introduced a resolution calling for the government to withdraw its settlement offer.

Meanwhile, California Attorney General Thomas C. Lynch said he is considering a suit against auto manufacturers over smog damage.

Los Angeles County and the Bay Area Air Pollution Control

District are intervening in the Los Angeles federal court hearing on the government's consent decree.

Both seek to keep the anti-trust prosecution alive.

The Nixon "deal" with the major manufacturers allows them to escape prosecution if they agree to let other auto makers use their patented smog devices without royalty payments and if they agree not to conspire against development of new smog control devices.

The original suit demanded \$160,000,000 in damages. Congressman Brown charged that a settlement "without trial and without admission of wrongdoing by the defendants, would greatly disserve the public interest."

Cranston to tell tax reform view at labor session

A two-day labor-sponsored tax reform conference in Fresno next month will hear United States Senator Alan Cranston tell his view on tax reform and the economy.

The meeting November 6 and 7 at the Fresno Del Webb Towne House is sponsored by the California Labor Federation. It will explore changes in the tax structure—from local to federal—to ease the heavy burden on middle and low-income earners and homeowners.

Cranston will speak at a dinner Thursday evening, November 6. His topic is "A United States Senator's View on Federal Tax Reform and the Economy."

Other speakers will include State Senator Nicholas C. Petris, AFLCIO Research Director Nathaniel Goldfinger, Don Collins, consultant to the Assembly Revenue & Taxation Committee, and

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FUNERAL DIRECTORS

Reagan shuns 'law and order' in corporate crime, says Nader

Consumer crusader Ralph Nader accused Governor Reagan last week of ignoring criminal activities of corporations while making an outcry against lesser violations by students and poor people.

"There is a great cry from Sacramento of violence on the campus but a thundering silence against violence in the air, in the water, in the environment," he told 1,000 persons at a San Francisco meeting sponsored by the Association of California Consumers.

While the governor, calling for "law and order," rules out permissiveness in dealing with students, he is permissive with industries creating air and water pollution, Nader explained.

Nader spoke of "calculated frauds from big blue chip companies that make crime and looting in the streets utterly insignificant."

He charged that in adulteration of food products "they operate with slide rule precision."

"When was the last time you heard the governor talk about law and order for this type of crime?" he asked.

He accused big corporations of "making rivers their private sewers and the air their private trash can."

"What do we have to do to have Governor Reagan pay at-

tention to the corporate looters, the swindlers, the fraud merchants," Nader asked. "Do we have to put a beard on them and call them students?"

Nader charged that business has learned to work with government, to use it as a shield and to make a profit from government. He said regulations set up to protect the consumer have been used by business to keep out competition.

"Price fixing is utterly rampant," he said, but there aren't enough antitrust lawyers to make a dent in it. He said enforcement agencies are deliberately understaffed.

Consumer protests have changed the situation to the degree that legislators are approving laws today that would not even have been introduced five years ago, he said. But they haven't scratched the tip of the iceberg.

He called for greater pressure by organized consumers and labor unions to get laws with adequate teeth and staff to enforce them.

He advised consumers to do nothing about Kay Valory, Reagan's consumer counsel who does nothing for the consumer. He said she was the best argument for consumers to organize and fight their own battles.

13 unions strike big GE

Thirteen unions representing 147,000 production workers struck giant General Electric Company nationwide Sunday midnight after months of talks failed to bring a livable wage increase.

In a "19th century approach to labor relations" the company made only one "woefully weak, totally unacceptable offer" and then "barely listened to the unions' revised proposal," said AFLCIO President George Meany.

Struck plants included four in Oakland with approximately 400 unionists.

Wages were the most publicized issue. But President Paul Jennings of the 85,000 member AFLCIO International Union of Electrical Workers, largest union in the coalition, said much more was involved, including protection against arbitrary wage cuts and dismissals.

The company offered a 20 cent an hour wage increase in a three

year contract with wage reopeners in 1970 and 1971. Additional increases of 5 to 25 cents an hour were offered some specially skilled workers.

The unions asked for a 30 month contract providing hourly wage hikes of 35 cents the first year, 30 the second and 25 in the final six months, plus a cost of living escalator.

The union coalition withdrew proposals for a 37½ hour week and other fringe benefits.

Unions involved were the IUE, International Association of Machinists, International Brotherhood of Electrical Workers, Allied Industrial Workers, Sheet Metal Workers, American Federation of Technical Engineers, United Steelworkers, Carpenters, United Association of Plumbers, and American Flint Glass Workers; and the unaffiliated United Electrical Workers, Teamsters and United Auto Workers.

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OFFICIAL UNION NOTICES

STEEL MACHINISTS 1304

Regular meeting Thursday, November 6 at 8 p.m. Executive Board meets 6:30 p.m.

Did you get your ticket for our District 38 Fund Raising Drawing? The prizes are terrific. You can win a Ford Maverick, a three week trip to Europe, a two week trip to Hawaii, Color TV, and many lesser prizes. See your Steward. Someone will win. If you don't have a ticket, it won't be you.

Fraternally,
DAVE ARCA,
Rec. Sec.

AFSCME-EBMUD 444

The next Executive Board meeting will be held Nov. 6, 1969 starting promptly at 7:30 p.m. There are important reports to be made on upcoming inequity adjustments, the upcoming officers election in December, and plans must begin soon for contract negotiation after the first of next year. It is imperative that all officers attend the meetings.

The next Membership meeting will be held on Nov. 13, 1969 starting promptly at 7:30 p.m. There will be nomination of officers for 1970. All members are encouraged to attend these meetings, especially now for the upcoming election and also to participate in our inequity adjustment progress.

Fraternally,
CHARLES E. TEIXEIRA,
Sec.-Treas.

HAYWARD CARPENTERS 1622

The office of the financial secretary is open from 7:30 a.m. to 5 p.m. on Mondays, Tuesdays and Wednesdays; from 8 a.m. to 8 p.m. on Thursdays, and on Fridays from 7:30 a.m. to noon.

The steward's meetings are held on the second Tuesday of each month at 7:30 p.m. The stewards' training program will be held in conjunction with the stewards' meeting.

Our regular meetings are held the second and fourth Thursdays of each month, at 8 p.m., 1050 Mattox Road, Hayward.

Our social event is held on the fourth Thursday of each month following our regular meeting.

The officers sincerely urge you to attend and take part in the proceedings of your Local Union.

Fraternally,
L. D. (LARRY) TWIST,
Rec. Sec.

BARBERS 134

The regular November meeting will be held on November 23, 1969 in Room H of the Labor Temple, 23rd and Valdez Streets, Oakland.

Dues and assessments are due on or before the first day of the month for which they are due. There will be a \$1 assessment on the second notice or bill.

Officers will be nominated at our November meeting. Because of the Thanksgiving holiday on the fourth Thursday of November, the meeting will be held on Thursday, November 20, 1969. Please take notice!

Fraternally,
JACK M. REED,
Sec.-Treas.

PLUMBERS & GAS FITTERS 444

The next regular union meeting for the month of November will be held on Wednesday, November 5, in Hall A, first floor, Labor Temple Building. The special order of business will be the nominations of delegates to attend the California Pipe Trades Convention or any other convention held in 1970.

The election for these conventions will be held Friday, December 5, 1969 in Hall 229 on the second floor of your Labor Temple. Polls will open at 8 a.m. and close at 8 p.m. After the Polls close at 8 p.m., we will hold our regular December union meeting in Hall A.

Fraternally,
GEORGE A. HESS,
Bus. Mgr. &
Fin. Sec.-Treas.

CEMETERY WORKERS 322

SPECIAL MEETING Thursday, November 6 at 8 p.m., Labor Temple. Second reading of proposed constitutional and bylaw changes and nominations for all elected officers save one trustee.

Fraternally,
RAY NEWMAN,
Pres.

PAINT MAKERS 1101

The next regular meeting will be held on Tuesday, November 18, 1969 at 8 p.m. in Hall "C" at the Labor Temple, 2315 Valdez Street, Oakland.

Fraternally,
CARL LAWLER,
Rec. Sec.

SCHOOL EMPLOYEES 257

The next regular meeting of the Oakland Unified School Employees Union No. 257 will be Saturday, November 8, 1969 at 10:30 a.m. at the APIMEC Hall, 3256 East 14th St., Oakland, California.

The Executive Board will meet at 8 a.m.

Mr. "Marty" Martinez is the Local's Interim Business Representative. He can be reached by phone 57-0952 for business of the Local.

Second nominations for officers for 1970-71, November Meeting.

General election at December meeting, with run-off if necessary at the January meeting.

Also nominations for One Trustee and election at November meeting as Brother Lawrence Murphy's term expires December 31, 1969.

Fraternally,
HAROLD BENNER,
Exec. Sec.

IRON WORKERS 378

Our Regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Stewards meetings also are held the second and fourth Wednesdays of the month at 8 p.m.

Our regular membership meetings are held on the 2nd and 4th Fridays of each month, 8 p.m.

Fraternally,
BOB McDONALD,
Bus. Agt.

AUTOMOTIVE MACHINISTS 1546

NOTICE OF NOMINATIONS

Nominations of candidates for the office of one trustee will be held, pursuant to our bylaws, at the regular meeting of November 4, 1969 at the Lodge 1546 hall, 10260 MacArthur Boulevard, Oakland.

Regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. in our building at 10260 MacArthur Blvd., Oakland.

Fraternally,
LEVIN CHARLES,
Rec. Sec.

CARPENTERS 36

The regular meetings for Carpenters Local Union 36 are held the first and third Thursdays of each month at 8460 Enterprise Way, Oakland, California 94621, at 8 p.m. Phone 569-3465.

The hours of the Financial Secretary's office are 8 a.m. to 5 p.m. Monday through Thursday. Friday the office closes at 1 p.m.

Fraternally,
ALLEN L. LINDER,
Rec. Sec.

AUTO & SHIP PAINTERS 1176

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Bus. Rep.

ALAMEDA CARPENTERS 194

Carpenters Local 194 meets the First and Third Monday evenings of the month at 8:00 p.m. in the Veterans Memorial Building, located at 2201 Central Avenue, Alameda.

Refreshments are served following the first meeting of the month in the Canteen for all present. You are urged to attend your Local's meetings.

Fraternally,
WM. "BILL" LEWIS,
Rec. Sec.

GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland the fourth Friday of the month, 8 p.m.

Fraternally,
WRAY JACOBS,
Rec. Sec.

PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m. in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

Fraternally,
TED E. AHL,
Sec.

SHEET METAL WORKERS 216

The regular meetings are every 3rd Wednesday of the month at 8 p.m. in the Labor Temple.

Fraternally,
ROBERT M. COOPER,
Bus. Rep.

PRINTING SPECIALTIES 678

Meeting second Thursday of the month at 8 p.m. in Cannery Workers Hall, 492 C Street, Hayward, Calif.

Fraternally,
JOSEPH CABRAL,
Sec.

MILLMEN'S 550

Members are URGED to attend their Union Meetings and participate in the business of their Union.

There are still a few members that worked during our strike in May that have not paid their Assessment. For your protection, the Officers of this Union urge you to take care of it as soon as possible.

A REMINDER: Members paying dues and assessments are reminded that there is no more CASH being taken in the office. Please have your Check or Money Order with you when you are paying your payments to this Union.

Fraternally,
GEORGE H. JOHNSON,
Fin. Sec.

Reagan's welfare dept. told to follow the law on benefit hikes

Governor Reagan's Department of Social Welfare was ordered by a state court of appeal to make welfare payments to the blind, disabled and aged as required by law and not make its own rules.

Last December the department reduced the size of legally required increases in payments by eliminating the "medical care component" which it decided was "not needed" to meet rising medical costs.

The three-judge Third District Court of Appeal said the department's action was taken "without any statutory permission, express or implied."

Oil Workers file unfair charge against Shell Oil

Oil, Chemical & Atomic Workers 1-5 has filed unfair labor practice charges with the National Labor Relations Board against Shell Oil Company charging refusal to accept grievances or to disclose information necessary in prosecuting a grievance.

The charge of failure to disclose information arose in the case of a discharged black union member. In this case the union earlier filed charges of racial discrimination with the Fair Employment Practices Commission, asking reinstatement of the employee with back pay.

Union employees of the Martinez plant of Shell Chemical Company, a wholly owned subsidiary, have voted strike authorization. Local 1-5 has voted \$50,000 plus a \$10 a month assessment to finance strike action.

Secretary-treasurer V. F. Coragliotti of OCAW 1-5 said the whole situation at the Martinez Shell and Chemical plants will be laid before a meeting of the union's Shell nationwide council in Denver November 7 and 8.

SERVICE EMPLOYEES 18

All future membership meetings of Service Employees' Local 18 will be held at the following time and place:

TIME: 3:00 p.m., the fourth Friday of each month.
PLACE: Jenny Lind Hall, 2267 Telegraph Avenue, Oakland, Calif.
This is in accordance with action taken at the general membership meetings of June 27, 1969.

Fraternally,
VICTOR C. BRANDT,
Sec.-Bus. Rep.

AFSCME U.C. 371

The next regular meeting will be held in room 155 Kroeber Hall, on November 8, at 2:00 p.m. Executive Board meets at 12 noon. Stewards meet at 1:00 p.m.

Of special interest will be nominations of officers for the coming year, as the Nominating Committee was appointed at last Saturday's meeting.

So that you may have a say as to who will be your next year's officers, please give this important meeting a good turn out.

There may possibly be a special called meeting, to evaluate and vote on results of the Survey data, before the regular meeting, so remain alert for this eventuality.

Fraternally,
J. J. SANTORO,
Sec.-Treas.

BERKELEY CARPENTERS 1158

Regular meetings are held the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley.

Be a good member. Attend union meetings. You may win a door prize.

Fraternally,
NICK J. AFDAMO,
Rec. Sec.

The law requires the department to raise or lower the welfare payments to conform to changes in the U.S. Bureau of Labor Statistics consumer price index for Californians.

However, the department excluded the "medical care component" from the December increases, lowering the increase to \$4, instead of the \$5 or \$6 it should have been under the law.

The department argued that the four adult welfare beneficiaries who challenged its ruling were covered under MediCal. And, it said, rising costs of medical care have exerted a "sharp upward push" on the consumer price index.

Under this reasoning the department excluded "the medical care component" of the index to eliminate what it said were "increases in the monthly grant not needed to meet the expanded financial demands of medical care."

The department action ran contrary to governing statutes, the court said. It added, "In attempting to alter the factor by extracting the medical care component, the department contravened the directions of the welfare and institutions code."

2 more depts. join Fire Fighters

The International Association of Fire Fighters, which represents most firemen in Alameda County, has organized two more departments in the South County.

A new local was chartered at Dublin. And the 104 man Hayward Fire Department recently voted more than 9 to 1 to join the IAFF.

International Vice President Vince Riddle, who is directing the IAFF organizing campaign, said these are among 13 recently organized Northern California fire departments, six in the Bay Area.

Riddle has concentrated efforts in the Bay Area, primarily the San Francisco Peninsula.

Prudential pact hikes pay, benefits

The AFLCIO Insurance Workers International Union has negotiated a new three-year contract providing \$16.29 increases in wages and fringe benefits with the Prudential Insurance Company of America.

The nationwide agreement, retroactive to Sept. 29, covers 12,000 agents.

It provides \$10 a week increase in salaries, \$5 more in special allowances, improved vacations and major medical coverage, and maintenance of membership.

The union reported members ratified the pact by a 2 to 1 vote.

Building Trades agreements listed

Ten new Building Trades Council contracts were reported to the BTC's last meeting. The new agreements are with Active Building Company, Carmichael Construction Company, Inc.; D & D Masonry, Walter H. Gunn, Johns Custom Fixtures, F & M Molin Masonry, Sheldon L. Pollack Corporation, Welty & Welty, Hawkins Insulation Company and M & S Trucking.

Home workers decline

The number of private household workers in United States dropped from 1,900,000 in 1960 to less than 1,700,000 in 1968, the Labor Department reported.

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43rd Year, Number 33

October 31, 1969

JOHN M. ESHLEMAN, Editor

LEONARD MILLIMAN, Assistant to the Editor

1622 East 12th Street, Oakland, Calif. 94606

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No cure from Nixon's remedy for inflation

Abraham Lincoln used to tell of the man who substituted gradually increasing proportions of sawdust in his horse's oats until he finally trained the animal to live entirely on sawdust—a considerable saving to the man's personal economy.

There was just one trouble, Lincoln added. The horse died.

We see a parallel to that story and President Nixon's tactics which he says will cut down high prices. For most of a year now, we have been dosed with Dr. Nixon's Miracle Inflation Remedy, and while not dead, we're suffering.

Nixonism means fewer jobs. It means higher taxes for you but a tax break for big corporations. It means holding back funds for things we need, not the least objectionable example of which is the President's stingy position on Social Security benefits and the fees which the elderly must pay for Medicare. It means record-breaking high interest rates.

And, despite all the penalties which Nixonism visits on working people and retired people, Nixon has not demonstrated that it means anything but a continuation of higher and higher prices.

The slowing down of the economy, which has produced a big jump in unemployment, is Nixon's prescription for high prices. Cutbacks in federal spending for health, housing and other services, with a huge 75 per cent cut in federal construction on its way, are doses of the Nixon remedy. Another is continuation of the surcharge on top of your income tax and another is the excessive cost of credit.

But while we suffer under this policy, prices set new all-time highs here and throughout the nation—substantially higher here as a matter of fact than nationwide.

It cost you \$132.80 in September to buy what \$100 would have covered 10 years ago. This reflected continuation here of the same rate of price increases we have had all year while Dr. Nixon was dosing the economy with his inflation remedy.

It is, of course, entirely possible that when things get bad enough and people have little enough money prices will drop. But then low prices will mean very little to those who can't buy.

Sort of reminds you of Lincoln's horse which ate sawdust, doesn't it?

Right way to run a railroad

Senator Lee Metcalf is a Montana Democrat and in our opinion one of the best men in the Senate. We think that his views in Interstate Commerce Commission testimony opposing the Northern Pacific's petition to drop a passenger train should be heeded and the point they make might well apply to other roads besides NP.

The Northern Pacific, like many other rail carriers, years ago accepted vast government land grants aimed at encouraging rail development.

The Senator pointed out that now Northern Pacific has become in effect a giant conglomerate which is failing to perform the transportation service which was part of the deal when it accepted the government's largesse.

"We know that the U.S. government did not grant approximately 44,000,000 acres of land to an oil company known as Northern Pacific, or to a lumber company known as Northern Pacific," he said.

"The lands were granted to the Northern Pacific Railroad Company which undertook, in return, to construct a railroad and keep it in working order."

"The question of a carrier's non-rail income as a part of its entire total financial position is pertinent to any discussion of our government's transportation policy . . ."

So much for those "poverty" pleas by the railroads which want to deny us passenger service.

We all have disappointments

For a segment of Governor Reagan's following, there must now be a sinking feeling that you can't really trust anyone. If you'll remember, the governor a year ago refused to proclaim United Nations Day. This had the delighted approval of the far rightwingers who will tell you at the drop of a hat that the world organization is pretty subversive.

But a year makes changes and last week, the Governor proclaimed United Nations Day, noting that the "UN was founded in the hope that it would contribute to world peace . . ." While hardly the strongest plug the UN has ever received, the Reagan proclamation must be saddening to his far right backers.

Davis case furor

Editor, Labor Journal:

The furor raised by the appointment of Angela Davis to the faculty of UCLA has afforded much enlightenment to minorities and others.

Especially have "Letters to the Editor" in a rival newspaper been most revealing.

Though some were favorable to Miss Davis, a majority expressed dissent. The latter has shown something of what the Wallace and Goldwater campaigns exposed of racist and extreme rightist sentiment in northern areas.

Her honesty in admitting affiliation with an organization oriented toward communism should prove something to her detractors.

There are some among them who sincerely fear communism as being a dreadful monster of tremendous proportions; others are simply puppets jumping on the bandwagon of adverse political power.

By firing Miss Davis, the Regents may be violating their own rule, as well as defying a Supreme Court ruling, as regards no ban because of political connections.

Of course there are always the tactics of peremptory definitions, interpretations and decisions.

It should represent a "beacon of light" to her opponents that most black proponents of communism have been persons of high intellectual attainments, and were native to America.

It should be obvious to any reasonable person that blacks have used communism as a pressure measure to force integration of our social life.

Some like Wright (author of Black Boy and other books), Paul Robeson, and even for a time, W. E. B. DuBois, through their bitterness, became expatriates. There are many others.

Therefore, if democratic practices were followed, and a full realization of the "American Dream" was achieved and placed within the grasp of minority folk, no other ideology could ever prevail, no matter its strength or attraction.

The doctrines of America, as enunciated in the Constitution and by her laws, are superior to any propounded by any other nation before.

It is those who would withhold these benefits from a portion of our society, who are the culprits and are so vociferous in their pretensions to a great dread of communism.

If we would "come to the fore" in living according to the mandates and voiced principles of America, I think we should discover communism to be "a man made of straw."

NATHANIEL F. DICKERSON,
UC Employees Local 371

Telling it like it is

Editor, Labor Journal:

I wish to express my thanks and appreciation for the good job you are doing, telling it like it is on issues affecting Union Labor, the taxpayer and the poor of this nation.

I strongly feel that the East Bay Labor Journal and other labor papers of its kind are the only news media left who are still telling it like it is, as far as things affecting organized labor are concerned.

I feel other news medias are either failing altogether, or are just doing a hit and miss job of telling organized labor's side of the story these days. In fact I really feel they are suppressing news which tends to be favorable toward organized labor, and are at the same time publishing downgrading spiels put out by union-busting management and politicians.

You at the Journal are doing a very good job, printing the news

the way it is. The only problem is not enough people are being reached. Even if every union member got a paper, you would be reaching 30 per cent of the labor force, and that isn't enough.

I feel feature stories, that carry a message so vital to the public interest, as the one you had in the October 19, 1969 issue of the Journal, entitled, "Case of the disappearing contract," should be made known to the general public.

This story told of wardrobe cabinet work for San Francisco State College coming from Chino Institution for men instead of Builders Cabinets in Berkeley which bid the job and which employs 50 journeymen and apprentices who are members of Millmen's 550 and also taxpaying citizens.

You would think management of the various news media would want to inform the public of such shoddy practices as prison institutions taking jobs from private industry, which deprives taxpaying citizens concerned because as far as I know, not a single newspaper or television newscast mentioned the story.

ARSIE BIGBY,
Business Representative,
Millmen's 550

Read their records

Editor, Labor Journal:

I do not like to get into "has-sles" with union members because I believe that knowing who our opponents are we should cooperate and work together in harmony to improve our plight instead of fighting among ourselves. However, I cannot let parts of Jim Dahl's letter go unchallenged.

Jim Dahl places his ideologies with quote, "that puts me, Goldwater, Reagan, etc., right smack dab in the middle." The etcetera I presume to mean President Nixon and Senator Murphy. I suggest that Jim Dahl read all these gentlemen's voting records and still state that they are mid-dleroaders.

As far as quoting the United States Constitution that all men are created equal and that each man has the God given right to do anything in the world he wants, short of infringing upon the rights of others etc. All men created equal? Since when? When he says that each man has the God given right to do anything in the world he wants without infringing on the rights of others, he leaves a big area open as to what infringing is. Who decides? For instance, a "right to worker" would say that a law against the union shop doesn't infringe on the rights of union members.

I never expected to see a union member and wage earner write a letter, such as yours, to a labor paper and as you close your letter with, "the next time someone bandies about the term right-wing, put it in its perspective."

I would like to suggest that there is a possible chance that your perspective is out of focus and also you seem to be marching to a different drummer.

JACK M. REED,
Barbers 134

Responsibility of freedom

Editor, Labor Journal:

Opinion Box—Headline, It is alarming.

Yes, it is alarming that the writer of the above headline should profess that he is an American, and yet be taken in by the oldest Commie line in the book—Imperialist Regime, the only imperialist regime in Washington, D.C. I know of is in the Russian Embassy. The present enslavement of Czechoslovakia, is but one example of imperialist regime in action, has the United

States, ever by implication or threat, imposed their will, or ideology upon other people. To credit such Rabble to a writer whose only claim to "fame" is Mobocracy, is indicative of senility.

It appears that he has the idea that retirement includes senility, history records that the great works of Man, have been inscribed to many who passed the so-called retirement age, without becoming senile. He calls our attention to Thomas Paine, and suggests, it would pay our senile citizens handsomely to read it, now — I ask you — what good would a senile person obtain from it.

His article in my opinion is full of invective, and unrelated to the facts.

His criticism of George Meany, is of little note, his good works are a matter of record.

The Government of today is a far more complex mechanism than that of 1776 and its improvement can only come about when the people awake from their apathy, but as Jefferson said, it is still the best in the world, and I leave with this, Thomas Paine said, and I quote "Those who expect to reap the blessings of Freedom must undergo the fatigues of supporting it."

A. H. DARRIMON,
Retired member,
Plumbers & Gas
Fitters 444

Praise for Upshur

Editor, Labor Journal:

Most happy the teachers liked the story you wrote about James Upshur, the blind teacher in the Oakland School District.

Jim's a great guy, has a most interesting history, and was the subject of yet another prize-winning story written in the Cal State Pioneer. Can't remember the date, it was 1964 or 1965. I think, but it did win the CIPA (California Intercollegiate Association) prize for feature stories.

If interested, you might contact Dr. John Gothberg, professor of Journalism at Cal State (Hayward), I'm sure he could give you more info on that.

Incidentally, can't recall whose column I read it in, but someone either last week or the week before used the word "erstwhile" while referring to a union official whom I'm sure he meant was "earnest." C'mon you guys, break out the dictionaries, don't follow copy out the window. The guy who was "erstwhile" might resent his premature obituary.

BERTT LEPENDORF,

Lack of protection

Editor, Labor Journal:

As the wife of one of your members, I deplore the lack of protection afforded to the men who work in supermarkets, and especially those who go to work early or leave very late. My husband has been one of the victims involved in three separate holdups and each time has been confronted by robbers brandishing guns. These men have no respect for life or property and I am sure that you are aware that one employee was shot to death.

You have worked diligently to raise the wages and benefits for your members, but is there something you can do to insure the safety of these men? I have confidence that you will look into the matter and find a solution.

MRS. JOHN B. BRENNAN

'Permanent value'

"Freedom is the permanent human value. It is not the proper subject of styles or of new systems of logic or thought or of passing convenience."—AFLCIO Secretary Lane Kirkland.

'Tight money' leads cost of living rise

The cost of living in the Bay Area, led by "tight money" mortgage rates—not wages as some claim—rose this summer at an inflationary annual rate of 6 per cent to a record high in September of 132.8 on the government's consumer price index.

This is an increase of 1.5 per cent since June and 5.8 per cent in a year.

The new index level means that it is 32.8 per cent more expensive to live now than in the 1957-59 period.

Nationally, the price picture was the same, with a one-half of 1 per cent rise in September and a 1.3 per cent boost since June.

Wages gained a bit in September, too—an average 5-cent per hour increase nationally which the government said meant another 40 cents a week in purchasing power—not enough for a pack of cigarettes.

Most of the jump for both the

quarter and the year were caused by the financial costs of buying and owning a home, the Bureau of Labor Statistics reported.

The BLS singled out higher mortgage interest rates and property taxes as the prime factors in the housing cost boost.

Home ownership costs shot up 4.5 per cent in the three months and 12.2 per cent in the year to the highest level of any item on the index. And they accounted for half of the year's increase in living costs.

Over-all housing costs, of which home ownership is a part, rose 7.9 per cent in a year and 2.6 per cent between June and September.

Rentals, a portion of housing costs, rose at almost the same rate as the general living cost index—1.5 per cent in three months and 5.6 per cent in a year.

Medical care continued its steady rise, up 1.4 per cent in three months to a record level of 154.7.

Apparel and upkeep, which had been remaining relatively stable, jumped 2.3 per cent in the last three months.

FOOD COSTS

Food costs rose only one-half of 1 per cent in the quarter as lower prices for fruits and vegetables offset the increasing cost of meat.

The quarterly report showed that living costs in the Bay Area are rising at an increasing rate, despite claims of the Nixon administration that its efforts to check inflation are succeeding.

The 1.5 per cent increase in the last three months was the same as the jump in the preceding quarter. That means that more than half of the year's increase came in the last six months.



CLC urges Viet cease fire, withdrawal by both sides

Continued from page 1

Opposing the resolution, C. L. McMonagle of Auto Machinists 1546 said that rather than calling on Nixon whom labor opposed for office, "there should be a call on North Viet Nam which first invaded South Viet Nam."

Ken Blum, UC Teaching & Research Assistants 1570, opposed the cease-fire resolution because he supported the original withdrawal appeal which had been submitted by Social Workers 535. If the Viet Cong don't accept a cease-fire, he said, the war will continue.

Jack Faber, Cooks 228, said he felt the United States never should have got into what is a civil war but opposed telling a man working, people didn't vote

for how to run the war. Nixon, he said, has to end the war or he is done for politically.

To which Frank White, Steel Machinists 1304, rejoined that "we have the right to tell Tricky Dick we don't like anything he does."

Said Steve Corso, Retail Clerks 870, "the war belonged in the United Nations long ago."

The executive committee, to which the Local 535 resolution was submitted, named a five member committee to write the substitute. Committee members are Pat Sander, Cooks 228; CLC President Russell R. Crowell, Leah Newberry, Office Employees 29, Russel Mathuesen, Retail Clerks, and Council Executive-Secretary Richard K. Groulx.

Carpenters win 25-yr. retirement at less than 65

Retirement on a full pension at any age after 25 years covered employment is available now to carpenters in Northern California under a recent unanimous arbitration award.

Previously a man had to be 65 to get a full pension.

The award set the maximum pension at 30 years covered experience. That amounts to \$270 a month. The pension for 25 years is \$225.

Dave Williams, labor member of the arbitration panel, said that during the last negotiations management had negotiated enough money to cover retirement after 25 years at any age but refused to specify the benefit in the contract.

When it came to applying the money, employer members of the Trustees Carpenters Pension Plan for Northern California rejected the union concept.

However, arbiters were unanimous in their decision. On the panel with Williams were Sam Kagel as chairman and John Griffin as the employer representative.

Hod Carriers give to Heart Assn.

Hod Carriers 166 turned a contractor's violation into a \$150 gift to the Alameda County Heart Association, Business Manager Luther Goree reported.

The Hod Carriers made the contribution with the penalty payment collected from a contractor who violated the working agreement.

Fight on 'big tax steal' urged

Continued from page 1

parable to the public pressure which forced the House's moves toward tax justice.

Here's a rundown on the Finance Committee's major hatchet work as of last week:

- It reversed most of the House's provision cutting to a realistic level the amount banks are allowed to set aside in untaxed funds against "bad debts." As more than two dozen lobbyists representing lending institutions with millions at stake, descended

on the Senate building, the committee's action gave banks an estimated \$250,000,000 tax break.

- While the House had cut the 27½ per cent "depletion allowance" tax break for oil and other mineral companies to 20 per cent, the Senate committee boosted it back up to 23 per cent—and oil stocks rose on the stock market. The Senate committee vote would be worth an estimated \$250,000,000 a year to oil companies compared to the House bill.

- The Senate group restored non-taxable status to state and municipal bonds—a break which allows some wealthy individuals to avoid any income tax—and excluded interest on such bonds from a minimum income tax prescribed by the House to prevent such tax avoidance.

- The House had made capital gains—the tax on profits from stocks or property—less profitable by requiring that the stock or property be held a year, rather than the present six months—for the taxpayer to be eligible. The Senate committee restored the six-month provision.

Muskie to discuss city, youth issues at Cohelan dinner

Problems of the cities and of alienated youth will be discussed by Democratic Senator Edmund S. Muskie of Maine at a testimonial dinner in Oakland for Alameda County Congressman Jeffery Cohelan on Friday, November 14.

Senator Muskie, Democratic vice presidential nominee last year, is widely mentioned as a possible presidential candidate in 1972.

The dinner will be held in Goodman Hall on Jack London Square, Oakland.

Cohelan, first elected to the House in 1958, was once secretary of Milk Drivers and Dairy Employees 302.

Tickets for the \$25 a plate dinner may be obtained by writing the Jeffery Cohelan Testimonial Dinner Committee, Post Office Box 2040, Oakland, or by telephoning 451-4774.

from the EDITOR'S CHAIR

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much broader shoulders of wealthy individuals and corporations. Ronald knows what side he's on and so does anyone who has watched him—not yours.

★ ★ ★

AS TO THE real issues of tax reform, they have nothing to do with hatching or smuggling. The governor may not know it but present tax gimmicks do this:

- Allow 381 persons with above \$100,000 incomes to pay no income tax at all.

- Let one lucky fellow reap more than \$20,000,000 in one year without paying tax.

- Permit another to escape even filing a return as he rakes in \$1,500,000 a year.

- Show fine impartiality by taxing the \$15,000 to \$20,000 earner at the same effective rate as the over \$200,000 man.

- Allow the oil industry to pay a much lower tax rate than other industries.

- Taps the \$8,000 a year wage income for \$1,000 in taxes while taxing \$8,000 in capital gains at just \$354.

Governor — you weren't even listening.

Tell 'em you saw it in the East Bay Labor Journal!

'Philadelphia Plan' asked here

Continued from page 1

decide if a man is qualified, he said.

He told the Apprenticeship Council that "we should take a deep look at the way we do things, including apprenticeship." He later spelled that out as involving selection and testing procedures and the possibility that it is not necessary for all to complete the entire apprenticeship term because of work specialization trends. Depending on previous experience, some trainees are expected to be qualified in from eight to 10 weeks in Philadelphia, he said.

Childers said he didn't feel a shorter apprenticeship to be "any proper solution."

"It will inevitably produce mechanics who are less qualified and with more limited job opportunities and a lower annual wage," he said. "We want the reverse of that for all workers."

In Alameda County, Childers noted, "we can say unequivocally that any qualifiable or qualified man who can hold a job and pass tests will be acceptable."

FEW REPLIED

He recalled that construction labor here several years ago began urging minority people who feel qualified for building work to apply. Project Upgrade, to improve skills of 50 per cent qualified minority workers was instituted after few replied to the appeal, he said.

"We are considering expanding Upgrade," he said, "because so few meet the 50 per cent standard."

Fletcher said other industries were being involved in "Philadelphia Plan" type requirements and said that the building trades were a priority only because the

construction industry had no affirmative action program when he took office.

Childers demurred, pointing out that the AFLCIO Building Trades Department had endorsed the federal Outreach Program before Fletcher entered the government and that the department and several international unions have worked with the Department of Housing & Urban Development promoting ghetto residents' employment.

Charles Hanna, state director of apprenticeship standards, pointed out at the apprenticeship council that California construction labor and industry had done an unmatched job in increasing minority employment without federal help.

"What little we had has been taken away," he said bluntly.

Minority union leadership class planned

Continued from page 1

Teamster, ILWU and Auto Workers groups.

Labor, community and University representatives are on a Program Advisory Committee which is working with the Labor Center to develop program details.

A Ford Foundation \$173,000 grant will finance the program's first year, including financial help to students for lost wages and extra housing costs. The course is to last six months, after which students will take part in additional educational and evaluation activities for another six months. Preparations and recruitment for the next group will take place, as funds are available.

Chairman of the advisory committee is Secretary Albert J.

Brown, Teamsters Joint Council 7 and vice chairman is Carl Jaramillo of Paint Makers 1101.

Other labor members are Steelworkers District Director Joseph Angelo, UAW Vice President Gus R. Billy, Area Manpower Representative Bill Burks of the AFL-CIO-sponsored Human Resources Development Institute, ILWU Vice President Bill Chester, Russell Crowell, president of the Labor Council and of the Laundry & Dry Cleaning Workers; President Claude Fernandez, Retail Clerks 428, San Jose; Secretary Al Figone, Bay Counties District Council of Carpenters; Labor Council Executive Secretary-Treasurer Richard K. Groulx and Business Manager C. D. Parker, Industrial Iron & Metal Processors 1088.

Interested minority union members may apply through

their unions or to the UC Labor Center. Final selections will be made by the Labor Center and cooperating labor groups working with the advisory group.

Students will study such traditional labor subjects as collective bargaining, labor history, labor law, grievances and arbitration, union administration, economics for unionists.

The course also will focus on problems and solutions to resulting tensions in such areas as job development and training, housing, education and health care plus communications skills and study techniques.

Students will have frequent joint sessions with union leaders, Chairman Brown said, to "prevent isolation of students from the leadership of their organizations." Minority and union leaders will function as counsellors.